

1920-1922

Field

Agreement



Between the United States
and the Government of Mexico

tion

1920-1922



Agreement



BETWEEN

*District No. 18, United Mine
Workers of America*

— AND —

*The Western Canada
Coal Operators' Association*

April 1st, 1920, to March 31st, 1922



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**This Agreement Is Based Upon the Following
Report:—**

REPORT OF SUB-COMMITTEE

We, your Sub-Committee, beg to report and recommend the following as the basis for a joint agreement between the miners and operators of Alberta and Eastern British Columbia:

- (1) A contract be made effective from April 1, 1920, to March 31, 1922.
- (2) That the retroactive monies from April 1st shall be paid on or before August 1, 1920.
- (3) This contract is made and entered into for the sole use of the members of the United Mine Workers of America and the members of The Western Canada Coal Operators' Association. All men who work in and around the mines who are eligible to become members of the United Mine Workers of America shall join that organization and agree to sign check-off for all dues, assessments and fines, and the management of the mines agree to forward deductions made to the Acting Secretary of the District or such other person as that official may designate.
- (4) (a) That all day wage rates in effect on October 31, 1919, (which shall include the 92c War Bonus) shall be advanced 27%.

(b) Except in lignite fields, all contract tonnage rates and contract yardage mining rates in effect October 31, 1919, be advanced 27%.

(c) That the tonnage rates in the Lignite fields be advanced 24 cents.

(d) That all yardage, room turning and dead work rates in effect October 31, 1919, be advanced 20%.

(e) That the application of the H.C.L. 92c on contract miners' wages be made by adding the 27% on the 92c, or \$1.17 to his wages for each day's work.

(f) The 1917-1919 Agreement be used as a base, and no changes other than above indicated to be made unless the same have been made by order of the Director of Coal Operations or by mutual consent by the two interested parties, except the selling price of (explosive supplies) and coal.

Signed on behalf of
The Western Can-
ada Coal Operators'
Association:

R. S. ORD,
Acting Chairman.
JOHN SHANKS
R. CAUFIELD
GEO. KELLOCK
GEO. V. TUPPER
L. F. DRUMMOND
LEWIS STOCKETT
W. F. McNEILL,
Commissioner.

Signed on behalf of
the United Mine
Workers of America,
District No. 14:
F. WHEATLEY
WM. HUTCHINSON
JOHN P. WHITE
R. LIVETT
R. BILLSBOROUGH
ROBT. PEACOCK
N. McDONALD
RODY McLEOD,
Secretary.

Dated June 10, 1920.

R. L. Smith

Agreement

AGREEMENT entered into between—
DISTRICT No. 18 OF THE UNITED MINE
WORKERS OF AMERICA,

Of the First Part,

and

THE WESTERN CANADA COAL OP-
ERATORS' ASSOCIATION

Of the Second Part.

IT IS MUTUALLY UNDERSTOOD AND
AGREED that the following conditions and
rates shall govern the parties hereto from
April 1, 1920, to March 31, 1922, and that the
parties hereto will meet in conference thirty
(30) days prior to the expiration of this Agree-
ment to discuss a renewal thereof:

RETROACTIVE PAY

The retroactive monies from April 1, 1920,
shall be paid on or before August 1, 1920.

MANAGEMENT OF MINE

The right to hire and discharge, the man-
agement of the mine and the direction of the
working forces are vested exclusively in the
Company, and the United Mine Workers of
America shall not abridge this right. How-
ever, the Company agrees not to discharge

employees or refuse work to applicants on account of, or because of, their affiliation with the United Mine Workers of America.

NOTE.—It is not the intention of this clause that miners working under contract will be taken from their working place indefinitely to perform Company work.

CHECK-OFF

This contract is made and entered into for the sole use of the members of the United Mine Workers of America and the members of The Western Canada Coal Operators' Association. All men who work in and around the mines who are eligible to become members of the United Mine Workers of America shall join that organization and agree to sign check-off for all dues, assessments and fines, and the management of the mines agree to forward deductions made to the Acting Secretary of the District or such other person as that official may designate.

FORM OF ORDER

To.....192..

I authorize and empower you to deduct and pay to the Acting Secretary of District No. 18, U.M.W. of A., or such other person as that official may designate, from my earnings from month to month the sum of Five Dollars (\$5.00) or such less amount as may be designated by the Acting Secretary of the District or such other person as he may appoint by order.

(Signed).....

Witness.....

SETTLEMENT OF LOCAL AND GENERAL DISPUTES

(a) In case any disputes or grievances arise under this Agreement or any local Agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company, or any person or persons employed, or by the men as a whole, then the parties shall endeavor to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavor, by personal application to the Pit Boss, Overman or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing their decision shall be final.

(b) In case of any local dispute arising in any mine and failure to agree between the Pit Boss, Overman or Foreman in charge of the work where the dispute arises and any employee, the Pit Committee and Mine Superintendent or Mine Manager shall endeavor to settle the matter, and if they agree their decision shall be final.

(c) In the event of the failure of the Pit Committee and the Mine Superintendent or Mine Manager to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred in writing to the Commissioner of The Western Canada Coal Operators' Association and the President of District No. 12, United Mine Workers of America, who shall meet as soon as practicable, and not in any event later than fourteen (14) days, with a Joint Committee of six (6), composed of the Com-

missioner of The Western Canada Coal Operators' Association, the General Manager or General Superintendent of the mine where the dispute arose and another appointed by him, the President of District No. 18, United Mine Workers of America, the President or Secretary of the Local where the dispute arose and one other District Officer. If they agree their decision shall be binding upon both parties. In the event of their failure to agree they shall endeavor to select an Independent Chairman, and failing to agree upon an Independent Chairman the Commissioner of The Western Canada Coal Operators' Association and the President of District No. 18, United Mine Workers of America, shall ask the Minister of Labour to appoint such Chairman. The decision of the Committee thus constituted shall be binding upon both parties. Provided, however, during the term of office of the Director of Coal Operations he shall act as, or appoint the, Independent Chairman mentioned herein.

(d) In the meantime, and in all cases while disputes are being investigated and settled, the miners, mine laborers and all other parties involved must continue to work pending investigation and until final decision has been reached; but where miner, miners, mine laborer or mine laborers has or have been discharged by the Company, he or they shall not remain in the employ of the Company while his or their case is being investigated and settled. If the claim be made within five (5) days, where a man or men has or have been unjustly discharged, the case shall be dealt with according to this Article, and if it is proven that he or

**EMPLOYEES NOT UNDER JURIS-
DICTION**

4. If a person is not a member of the Marriage Equality in the House and is not a member of the Senate, then the person is not a member of the House and is not a member of the Senate. I include the following:

[illegible]

CONSTRUCTION AND EXTENSIVE REPAIRS

It is agreed that a team working on pre-proposed rules and evidence reports are not to stand in the way of any of the 4,000 to 5,000 releases to be made.

[illegible]

PENALTY FOR ABSENCE FROM WORK

When any employer absents himself from his work for a period in excess of 10 days, unless

where coal in any district becomes so hard, preventing him from earning the minimum wage of \$6.35 per shift, the Company shall pay him a supplement amounting to one hour for the said day's production. This shall be a fair day's work as valued however regard shall be had to the pay period in which he is deficient. This shall not apply where work is performed in two separate places, one being normal and the other abnormal.

MINERS TAKEN TO DO COMPANY WORK

The Company shall pay the sum of \$6.35 per day for all miners taken from contract work to do Company work.

DELIVERY OF MATERIAL

In accordance with the Coal Mines Regulation Act of British Columbia and Alberta the Company will supply and deliver an adequate supply of material for rails, ties, planks and sheet piling to the nearest place to the face of all underground workings where the regular delivery to the working face without being hindered by any other work shall be delivered in the case to the working face in either place or on the patch the timber, rails, ties, planks and sheet piling will be delivered at the mouth of the room.

LOADING OF COAL FROM CHUTES

In putting seams where chutes are used the Company will handle all coal placed in the chutes by the miners.

DOCTOR AND HOSPITAL ARRANGEMENTS

The matter of doctor and hospital arrangements is to be arranged as provided for by the Workmen's Compensation Acts of Alberta and British Columbia.

STORE

It shall be understood and agreed that the employees shall be at perfect liberty to purchase goods wherever they may choose to do so.

HOLIDAYS

The following days only shall be observed as holidays:

New Years Day, Good Friday, May First, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day, District and International Election Day, Christmas Day.

FUNERALS

In the event of an instantaneous death by an accident in the mine or outside the mine, the miners underground and all other employees may suspend work in the mine where the accident occurred on the day of the accident but shall resume work on the following day and continue to work till the day of the funeral when it is optional with them whether they shall work or not.

SUB-CONTRACTING

No sub contracting shall be allowed in any mine operated by the Company but this shall not apply to the employment of Backhands.

EMPLOYEES TO CARE FOR MINE

In case of either local or general suspension of mining either at the expiration of this Agreement or otherwise, the Employees hereunder and Employer shall continue to work, but shall not be engaged in any way to protect all the Company's property under their care, and operate any shafts, hoists and lower and haulage systems and support any way be required to care for the Company's property and an additional salary shall be paid them at the Company's plant. But it is understood and agreed that the Employees will not ask them to do any work outside the market.

SINGLE SHIFT

The single shift system of miners and pullers shall be adhered to as far as practicable.

WET PLACES

A working place in the mine where water drops from the roof in quantity sufficient to wet a man's clothing is where the following wages shall be paid unless the miner is ordered a "wet place". The rate for wet places shall be 40 cents per day extra, or 20 cents per day wage more. Where extra compensation is now provided for in former rates in the Tentative Agreement same will not be affected.

ROCK MINERS

Where a man is engaged on rock work where hammer and steel are used he shall be considered a "rock miner" and paid rock miner's wages.

If an air drill is used the driller shall be paid machine runner's wages, and the helper

paid machine runner's helper's wages. The other man engaged shall be classed as "timers or laborers" as may be.

When a man is engaged in work in both rock and coal, if the amount of loose rock is greater than the amount of loose coal he shall be classed as a "rock timer" and where the amount of loose coal is greater than the amount of loose rock he shall be classed as a "coal timer."

BRUSHING

When a man is engaged in brushing either rock or coal using his wash rolls and tools, he shall be classed as a "coal timer." If the brushing is done by hand and steel he shall be classed as a "rock timer."

Timers not taking out rock while engaged in brushing or repairing shall not be classed as "rock timers."

RETIREMENT

Where a miner employee has drawn his time before the regular payday he thereby accepts his time from the Company and any alleged grievance he may have raises only a question of damages under the agreement. The "time drawn before the regular payday" is as stated by the application of the employee for and his receipt of his time check before the regular payday.

NOTE: This clause shall not apply with respect to mining time monies from April 1, 1920.

CHINESE LABOR

The United Mine Workers of America do not in any way prohibit the employment of

Chinese in or around the mine, but where such labor is employed they shall be paid the scale for such work with the following provisions, i. e., that where they are now employed at Hunkar and Langoon the present rates shall not be interfered with in any way by the United Mine Workers of America during the life of this Agreement.

OIL

Present conditions to prevail.

PAYDAY

All wages earned by any person or persons employed in or about a mine shall be paid in accordance with the Coal Mines Regulation Acts of Alberta and British Columbia. Any employee desiring to leave the service of the Company or his request shall be paid all monies due him within two (2) days after his stoppage of work.

MARKET RESTRICTIONS

It is agreed that District No. 18, United Mine Workers of America, will not in any way restrict or interfere with the marketing of coal or coke to any person, firm or corporation.

TURN OF CARS

The Company shall, as far as possible, supply each and every miner with an equal turn of cars.

BACKHANDS

The present practice of working miners either as partners or with miners and laborers, as it exists in the several camps at the present time, shall be adhered to.

On all Company work the Company shall employ such class of men as the work requires and at the rate of wages provided for in this Agreement.

CONTRACT NOT TO BE VOIDED BY MINERS CONSTITUTION OR RULES

This contract shall in no case be set aside because of any rule of the United Mine Workers of America now in force or which may hereafter be adopted nor is this contract to be set aside by reason of any provision in the National, District or Local Constitutions.

OVERTIME

All overtime shall be paid for at the Scale Rate per hour. Operators are hereby requested to eliminate overtime and work on Sundays and holidays as far as practicable.

BLASTING

Where in the future blasting is prohibited in the mine and it can be shown that the earnings of the miner are decreased thereby the contract rates shall be taken up as under the "New Work" clause and an equitable allowance shall be made.

POWDER

Where (explosive supplies) are being sold to the miners they shall be furnished at cost price which shall include handling, transportation and insurance.

NOTE- In case any dispute should arise under this clause with respect of selling price, it shall be determined by the Joint Committee in the same manner as is provided in Clause

"C" of "Local and General Disputes." It is suggested that representatives of employers and employees in the several fields meet and endeavor to agree upon the selling price.

Where by mutual consent this contract is changed, which change would increase the earnings of the men to a greater degree than provided in the basic agreement, the same shall become effective from the date of signing this Agreement.

That the application of the L. C. L. 92 cents on contract miners wages (which shall include all contract workers) be made by adding the 27% on the 92 cents, or \$1.17 to his wages for each day's work.

OUTSIDE WAGES

Occupation	Per Day	Hrs
Bottom Man	\$5.82	8
State Pickers (Boys) ..	3.40	8
State Pickers (Men) ..	5.18	8
Car Oilers (Men) ..	5.18	8
Car Oilers (Boys) ..	3.87	8
Tally Boys ..	3.40	8
Teamsters ..	5.82	8
Blacksmiths ..	7.16	8
Blacksmiths' Helpers ..	5.83	8
Carpenters ..	7.16	8
Carpenters' Helpers ..	5.83	8
Power House Engineers	\$6.49-7.39	8

(The above rates to apply as effective Oct. 31, 1919)

Hoisting Engineers \$6.21-7.05 8

(The above rates to apply as effective Oct. 31, 1919)

Occupation	Per day	Hrs.
Fan Men	5.18	8
Incline Engineers	6.49	8
Tail Rope Engineers	6.83	8
Endless Rope Engineers	6.35	8
Box Car Loader Engineers	6.49	8
Tipple Engineers	6.49	8
Screen Engine Tender	5.41	8
Locomotive Engineer	6.49	8
Locomotive Switchman	5.97	8
Fireman	5.82	8
Fireman's Helper	5.41	8
Water Tender	5.36	8
Railway Car Handler	5.33	8
Tipple Dumper (Man)	5.82	8
Tipple Dumpers Helpers	5.40	8
Tipple Dumper (Boy)	3.87	8
Top Cagers	5.40	8
Car Repairer	6.49	8
Car Repairer's Helper	5.83	8
Breaker Engineer	6.49	8
Lumpman depending upon number of lumps and skill of man	\$5.18 5.82	8
Machinists	\$6.49 7.16	8
Machinist's Helper	5.93	8
Ashman	5.18	8
Wiper (Man)	5.18	8
Coupler (Man)	5.18	8
Coupler (Boy)	3.87	8
Breaker (Man)	5.36	8
Washer or Tipple Oiler	5.36	8
Breaker Picker Boss	5.82	8
Timber Trimmer	6.49	8
Timber Sawyer	5.40	8
Box Car Shoveller	5.82	8
Breaker Platform Boss	5.82	8
Breaker Platform Men	5.33	8

Occupation	Per day	Hrs.
Breaker Screen Men	5 18	8
Rock Bank Men	5 18	8
Dirt Bank Men	5 18	8
Far r man ..	5 52	8
Stableman	5 18	8
Finisher A ter Box Car Loader	5 18	8
Motor Truck Driver	6 49	8
All Other Labor Not Classified.	5 18	8

Bee Hive Coke Ovens

Levelling and drawing (8½ ton charge), per oven	1 90	
Levelling and drawing (5 ton charge), per oven	1 33	
Loading into Box or Open Cars (over 20 tons per month), per ton	29	
Loading into Box or Open Cars (less than 20 tons per month), per ton	27	
Steam Locomotive Engineer	6 49	8
Motorman	6 14	8
Larryman	5 18	8
Plasterers	5 18	8
Carters and Cleaners ..	5 18	8
All Other Labor	5 18	8

Belgian Coke Ovens

Ram Engine Man ..	6 49	8
Chargers	5 82	8
Clayers	5 82	8
Drawers	5 82	8
Loaders	5 33	8

Briquette Plant

Engineer	6 49	8
Briquetter	6 65	8

Occupation	Per day	Hrs.
Tar Melter	5.58	8
Laborers	5.18	8
Over	5.82	8

The following classified occupations which are now in operation at the respective rates shall be advanced 27% on the wages in effect October 31, 1919 (which shall include the 92c H.C.L.)

Rope Splicer	Ironman
Saddler	Machine Shop Driller
Bricklayer	Saw Filer
Boiler Maker	Wash-house Men
Plumber	Pipe Fitter
Tigger	

INSIDE WAGES

Shot Lighter	\$6.35	8
Brattice-man	6.35	8
Brattice-man's Helper	5.58	8
Timberman	6.35	8
Timberman's Helper	5.58	8
Tracklayers	6.35	8
Tracklayer's Helper	5.58	8
Motorman	5.98	8
Motorman's Helper	5.58	8
Locomotive Engineer	1.98	8
Locomotive Switchman	5.58	8
Drivers	5.98	8
Drivers (Spoke Team)	6.64	8
Couplers (Men)	5.58	8
Couplers (Boys)	3.87	8
Switch Boys	\$1.40-3.87	2
Door Boys	2.97	8
Fan Boys	\$2.97-3.87	8
Rope Riders	5.98	8
Head and Tail Rope Riders	6.35	8

Occupation	Per day	Hrs.
Pushers	5.58	8
Backers	5.58	8
Loaders	5.58	8
Miners	6.35	8
Rock Miners	7.01	8
Timber Handlers	5.98	8
Cagers, Slope and Inclines	5.58	8
Cagers, Shaft	6.35	8
Machinemen, Air	7.01	8
Machinemen, Electric	8.79	8
Machinemen's Helper, Air	6.35	8
Machine men's Helper, Electric	6.50	8
Pumpmen	5.58	8
Pumpmen, (Salt Mines)	6.21	8
Hoistmen	\$3.08-6.35	8
Drivers, (Boys)	\$3.87-5.58	8
Gripters	5.58	8
Gripters, (Boys)	\$3.87-5.58	8
Pipefitters, Helpers	5.58	8
Pick Carriers	\$3.40-5.58	8
Clutchmen	6.35	8
Rollermen	5.58	8
All Other Labor Not Classified	5.58	8

THE CROW'S NEST PASS COAL COMPANY, LIMITED
COAL CREEK COLLIERY

Old No. 1 Mine

MINING RATE 85 cents per gross ton

YARDAGE Levels and parallels, \$1.45 per lineal yard

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

New No. 1 Mine

MINING RATE 85 cents per gross ton.

YARDAGE Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

No. 1 Mine East

MINING RATE 85 cents per gross ton.

YARDAGE Levels and parallels, \$1.45 per lineal yard

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard

No. 1 Mine North

(Upper Bench)

MINING RATE 93 cents per gross ton.

YARDAGE Levels and parallels, \$2.8 per lineal yard.

Cross-cuts between levels, 218 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

(Lower Bench)

MINING RATE 85 cents per gross ton.

YARDAGE Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

Provided, that should the coal in the top bench merge with that in the lower the rates now placed on the "lower bench" shall govern.

No. 1 Mine South

MINING RATE 85 cents per gross ton.

LONGWALL SYSTEM 85 cents per gross ton.

YARDAGE Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

Provided, that the above mining rate shall include the running out and casting back of slate.

No. 2 Mine

MINING RATE 93 cents per gross ton
LONGWALL SYSTEM 80 cents per gross ton.

YARDAGE Levels and parallels, \$2.18 per lineal yard.

Cross-cuts between levels, \$2.18 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

No. 3 Mine

(No. 3 Slope and All Workings on the North Side of Slope)

MINING RATE Pillar and stall system, 93 cents per gross ton.

Longwall system, 93 cents per gross ton.

YARDAGE Levels and parallels, \$2.90 per lineal yard.

Cross-cuts between levels, \$2.90 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

In Longwall work the Company guarantees to keep the brushing up within 4 feet 6 inches of the face, and when a man failing to do so, through the Company is put to any inconvenience, he shall have the privilege of brushing his own place on Company work, the Company to find the necessary tools.

If at any time the conditions become such that the miner can lift six or eight inches of bottom with the pick without seriously affecting his work as a coal producer, he shall be given the privilege of doing so when required by the Company

No. 8 Miner

MIXING RATE 93 cents per gross ton

YARDAGE Levels and parallels, \$2.18 per lineal yard

Cross-cuts between levels, \$2.18 per lineal yard

Room cross-cuts, no tracks, 72 cents per lineal yard

No. 9 Miner

MIXING RATE Pillar and stall system, 95 cents per gross ton

Longwall system, 89 cents per gross ton

YARDAGE Levels and parallels, \$2.18 per lineal yard

Cross-cuts between levels, \$2.18 per lineal yard

Room cross-cuts, no tracks, 72 cents per lineal yard

CLOD When the Company requires the miner to take down the clod overlaying the coal they shall pay him for doing the same, including stowing, 6-10 cents per inch in thickness, per foot in width, per lineal yard measurement to be taken weekly in the middle of the working place

BRUSHING Bottom brushing to be done by the Company

"B" Mine

MINING RATE 89 cents per gross ton

YARDAGE Levels and parallels (10 feet in width and under), \$2.48 per lineal yard

Levels and parallels (over 10 feet and to 12 feet in width) \$1.45 per lineal yard

Cross-cuts between levels and parallels, \$1.45 per lineal yard

Cross-cuts between rooms, no tracks, 72 cents per lineal yard

The above mining rate also applies should the bottom bench coal be loaded on a tonnage basis

MICHEL COLLIERY

No. 3 Mine

MINING RATE 89 cents per gross ton

YARDAGE Levels and parallels, \$2.54 per lineal yard

Cross-cuts between levels, \$2.54 per lineal yard

Room cross-cuts, no tracks, 72 cents per lineal yard

New No. 3 Mine

MINING RATE 89 cents per gross ton

YARDAGE Levels and parallels, \$2.54 per lineal yard

Cross-cuts between levels, \$2.54 per lineal yard

Room cross-cuts, no tracks, 72 cents per lineal yard

No. 4 Mine

MINING RATE 85 cents per gross ton.

YARDAGE Levels and parallels, \$2.90 per lineal yard.

Cross-cuts between levels, \$2.90 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

No. 7 Mine

MINING RATE 93 cents per gross ton.

YARDAGE Levels and parallels, 10 1/4 feet wide, \$3.48 per lineal yard.

Levels and parallels, 13 1/4 feet wide \$2.90 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

No. 8 Mine

MINING RATE 85 cents per gross ton.

YARDAGE Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

It is agreed that the thickness of coal to be taken out in rooms and pillars shall be twelve feet.

No. 9 North Michel

MINING RATE 85 cents per gross ton.

YARDAGE Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels, \$1.45 per lineal yard

Room, cross-cuts, no tracks, 72 cents per lineal yard

Mackinac Mined Coal

Loaders, $\frac{1}{2}$ cents per gross ton

Runners, 10 cents per gross ton

Scrapers, $7\frac{1}{4}$ cents per gross ton

ALL SEAMS

Fernie and Michel

PILLAR EXTRACT WORK When pillars are extracted the price shall be $7\frac{1}{2}$ cents per gross ton less in all cases than is paid for solid coal mining.

Digs, raise-plates and cleats for main haulage roads other than in the form of cross-cuts between rooms, to be paid for at yardage rates equal to levels and parallels.

CILINS When the Company requires the miner to set cills, they shall be properly filled with rock provided there is rock handy which only requires to be moved over, and shall pay for the same at the rate of 24 cents per foot of height per cog 3 feet square and 32 cents per foot of height per cog 4 feet square. The Company shall set all cogs larger than 4 feet square with Company men.

POSTS When posts measuring 10 feet or more in length are required to be set the Company shall pay 48 cents per post. Posts in pillar work in No. 2 Mine, Michel, shall be paid for as at present 48 cents per post.

Except as above provided in levels or on trees where the coal is low or the roof strong enough to stand safely without the use of heavy timbers but if it seems necessary to set post timbers with caps for permanently supporting the roof such posts shall be paid for at the rate of 40¢ cents per lineal foot.

FERNIE AND MICHEL

BRIDGE STICKS "Bridge Sticks" shall be set by Company men or by the miners. If set by the latter they shall be paid for at the rate of \$2.90 per bridge stick.

TRACKLAYING. Tracks with 16 pound rails to all be laid by the miners in levels and parallels, and in rooms and inclines shall be laid by miners a lot one length of rail from frog and switch is laid by four men. In rooms a rate of 22 cents per lineal yard for single tracks and a rate of 44 cents per lineal yard for double tracks will be paid for all tracks laid by miners.

TIMBERING. With lagging and centre posts, when required 6 inch to 10 inch \$1.45 per set 10 inch to 12 inch \$1.75 per set over 12 inches \$2.15 per set Heavy timber used in partings \$2.90 per set with lagging.

Where centre posts in entries are put up further from the face than the special rules demand, same shall be paid for.

NOTE It is not the intention of this rule that it is a custom to centre post entries unless in case of danger.

CHUTES. The Company will build the first section of chutes, miners shall build thereafter and shall be paid at the rate of 44 cents per linear yard for all chutes built. The Company shall deliver all water at the foot of chutes.

BREKING. 13 1/4 cents per foot in width, per inch in depth per linear yard.

MOTORING. For each time the McIntyre is moved and properly set the Company will pay \$4.26. \$2.80 for each time the 14 or smaller McIntyre is moved and properly set and \$7.26 each time the 1 1/2 wheel is moved and properly set. The maximum distance that any of these shall be moved at these figures is 12 feet. The company reserves to itself the right to move the bull wheel with lat or other than that of the Contract Miners.

FILLING WATER. The Company will pay 50 cents for filling water.

Where small dump cars are used in lieu of regular mine cars going to have a price of 24 1/2 cents per cubic yard shall be paid up to a distance of 100 feet.

LOCAL CONDITIONS

Coal to employees run of mine delivered, Coal Creek and Mitchell Collieries. \$3.17 per ton.

Coal to employees screened delivered, Coal Creek and Mitchell Collieries. \$3.81 per ton.

Coal to employees run of mine delivered, Fernie. \$3.49 per ton.

Coal to employees, screened delivered, Fernie, \$4.13 per ton.

Sanitation per month for each house \$1.00
Water per month for each house \$1.00
Water per month for each shack 50 cents
Water per month for bath for each house
extra, \$1.00.

Electric light per month per 16 x 8 light
50 cents

Washhouse per month \$1.00

Tool sharpening per month 50 cents

House taxes as shown as in Agreement on
page May 1, 1934. A house is considered
as one story with 1/2 acre to make the same

DOCKAGE

The master shall up with a computer parked
in a room going over the packing values
and shall be weighed at a period of
twelve working hours. It will be found
weighing the actual weight of each
unit. It will be found that the
difference between the actual weight
of the cargo and the weight of the
cargo as shown on the bill of lading
shall be the difference between the
the cargo and the weight of the
cargo as shown on the bill of lading.
It will be found that the difference
between the actual weight of the cargo
and the weight of the cargo as shown
on the bill of lading shall be the
difference between the actual weight
of the cargo and the weight of the
cargo as shown on the bill of lading.
It will be found that the difference
between the actual weight of the cargo
and the weight of the cargo as shown
on the bill of lading shall be the
difference between the actual weight
of the cargo and the weight of the
cargo as shown on the bill of lading.

If the average weight of dirt in each car
exceeds 17 pounds of dirt below 17 pounds
the difference between the actual average

weight of dirt in each car and the 5 pounds per car allowance shall form the basis of allowance for waste.

It is further understood that this system of weighing the average dirt sent out in each car may be checked at either the request of the miners or the Company at any time during the life of this Agreement.

Further should the dirty coal or slate sent out by the miners exceed the allowance above specified, the following system of fines to prevail.

First offence 50 pounds of rock or slate warning and fine of 100 pounds of coal. After the first offence 60 pounds of rock or slate shall be fined 200 pounds of coal. 85 pounds of rock or slate shall be fined 400 pounds of coal and 140 pounds of rock or over shall be fined all the coal in the car and liable to discharge.

The manager shall give the first warning and keep record of offences, and report them fully to the Mine Manager.

The money coming from this special list of fines (after deducting the actual weight of rock) shall be applied to providing prizes for miners, sports or to the entertaining of miners' families.

CORBIN COAL AND COKE COMPANY, LIMITED

No. 4 Mine

ROOMS

Caps 11 feet over all posts 10 feet high, 12 feet clear spread at the bottom, \$13.82 per lineal yard.

Timbers, including all necessary forepoling with center posts, \$2.90 per set

Timbers exceeding 16 inches diameter at the butt to be paid for at the rate of \$3.62 per set

Tracks will be laid by the Company except short lengths next to the face, which shall be laid by the miner free of charge

CYPER 1.50¢ All horizontal places over 400 feet to be paid seven (7) cents per cubic yard up to 300 feet and seven (7) cents per cubic yard extra for each additional 100 feet

Local Conditions

House rent to remain as at present

Electric lights, per 16 C.P. light 50 cents per month

Best run coal delivered, \$5.17 per ton

Screened coal delivered (when practicable) \$3.81 per ton

PENALTY FOR LOADING IMPURITIES

The miners are to deliver their coal as free from rock or other impurities as it is practicable and in case of a miner failing to do so he shall be warned for the first offence for the second offence or aggravated cases he may be discharged.

Other conditions to remain as at present

MCGILLIVRAY CREEK COAL AND COKE COMPANY LIMITED

No. 2 Seam

MINING RATE (Except in pillars) to be 85 cents per gross ton Pillars to be 74 cents per gross ton.

YARDAGE Main entries 10 feet wide by 7 feet high on low side and thickness of coal on upper side, price \$2.54 per lineal yard. Coal from main entry, 85 cents per gross ton.

COUNTER ENTRIES To be 6 feet by 10 feet, price \$2.54 per lineal yard. Coal from counter-entries, 85 cents per gross ton.

CHUTES Between entries 6 feet by 8 feet \$2.18 per lineal yard, coal from chutes, 85 cents per gross ton.

ROOM CROSS-CUTS

To be not less than 8 feet, not to be driven more than 25 feet from one side, no track, \$.45 per lineal yard.

If over 25 feet and up to 35 feet, yardage 36 cents extra, per lineal yard.

If over 35 feet and up to 50 feet, yardage 72 cents extra, per lineal yard.

If over 50 feet yardage \$1.08 per lineal yard.

TIMBERING

Entry Timber Maximum to be 12 inches in diameter at butt and 14 feet in length, \$2.90 per set, with lagging.

Room Timber Maximum to be 10 inches in diameter at butt and 16 feet in length, \$1.45 per set. If required to set timber of larger dimensions, to be paid for in proportion or as set by the Company.

PROPS All props exclusive of those used to set brattice or chutes, seven cents per lineal foot.

LAGGING

Flatting, cross-cut, corners and cross-cuts, \$.45 per yard, to be the full height of the seam when necessary.

When the Company requests the miners to lag the side of the room sets in No. 2 Seam, 60 cents per side for lagging the side the height required.

TRACKLAYING All tracks to be laid by the Company, except a pair of temporary rails to the face, which shall be laid by the miners without charge.

CHUIFS 44 cents per lineal yard. Five planks 2 inches by 12 inches, 2 posts every 8 feet with cross pieces, including sheet iron.

BRUSHING

Brushing shall be paid for at the rate of 13½ cents per foot in width, per inch in depth, per lineal yard, up to 12 feet in width over 12 feet in width in pillars no brushing to be paid for.

Brushing in main entry, where a ratchet drill is used 12 cents per lineal yard if done by hammer and steel, to be Company work.

BRATTICE 7 cents per lineal yard for each foot in height.

The Company is requested that where more than two contract miners are picing coal into the same chute on a tonnage contract, to

pro rate the tonnage from each working place on a basis of cubical measurements.

Local Conditions

DOCKAGE

There shall be 5% pounds added to the tare of each car.

First dry coal, weighing only.

Rock over 80 pounds and up to 120 pounds deduct 400 pounds of coal.

Rock over 120 pounds and up to 150 pounds, deduct 800 pounds of coal.

Rock over 150 pounds and up to 224 pounds, deduct 1600 pounds of coal.

Rock over 224 pounds and up to 280 pounds, deduct 3200 pounds of coal.

Rock over 280 pounds deduct whole car.

Ninth offence, two days lay-off.

Tenth offence, discharge.

Each day on which a miner is docked counts as an offence.

Ten offences to be within one month.

Delivery of house coal to workmen to be confined to present townships of Carbondale and Colton at \$3.17 per ton. If the Company are requested to deliver coal beyond said places, arrangements to be made between Company and employees.

INTERNATIONAL COAL AND COKE COMPANY, LIMITED

No. 2 Seam

MINING RATE (Except in pillars) to be 85 cents per gross ton. Pillars to be 74 cents per gross ton.

YARDAGE

Levels to be 10 feet wide, 7 feet high on the low side and thickness of coal on the upper side \$2.54 per lineal yard.

Parallel a ways to be 6 feet by 10 feet, \$2.54 per lineal yard.

Cross cuts between levels, 6 feet by 8 feet \$2.08 per lineal yard.

Room cross cuts to be not less than 8 feet by 8 feet, not to be driven more than 25 feet from one side, no tracks \$.45 per lineal yard.

If over 25 feet and up to 35 feet yardage 26 cents extra per lineal yard.

If over 35 feet and up to 50 feet yardage 22 cents extra, per lineal yard.

If over 50 feet, yardage \$1.08 extra, per lineal yard.

TIMBERING

Entry Timbering Maximum to be 12 inches in diameter at butt and 14 feet in length, \$2.90 per set with lagging.

Room Timbers Maximum to be 10 inches in diameter at butt and 16 feet in length, \$1.45 per set. If required to set timber of larger dimensions, to be paid for in proportion or be set by the Company.

PROPS All props, exclusive of those used to set brattice or chutes, 7 cents per lineal foot.

LAGGING Entries, cross cut corners and cross cuts, \$1.45 per yard, to be the full height of the seam when necessary.

TRACKLAYING All tracks to be laid by the Company, except a pair of temporary rails to be laid, which should be laid by the miner without charge.

CHUTES 44 cents per lineal yard, 5 planks 2 inches by 12 inches, 2 posts every 8 feet with cross pieces. This includes sheet iron.

BATTICE 7 cents per lineal yard for each foot in height.

BRUSHING Brushing shall be paid for at the rate of 1 1/4 cents per foot in width, per inch in depth per lineal yard up to 12 feet in width. Over 12 feet in width in pillars, no brushing to be paid for.

Brushing in the main entry, where a ratchet drill is used 12 cents per lineal yard, if done by hammer and steel, to be Company work.

SKIPPING

No. 2 Main Entry First skip in coal.

Present No. 2 Main Entry price as per Agreement.

Recepting and Retimbering No. 2 Main Entry

\$14.51 per lineal yard.

\$2.90 per set, 10 feet to 12 feet inclusive, at height of car.

85 cents per gross ton coal.

No. 4 Seam

No powder.

MINING RATE (Except in pillars) to be 76 cents per gross ton. Pillars to be 66 cents per gross ton.

YARDAGE Levels not less than 12 feet wide by thickness of seam, \$5.81 per lineal yard.

Parade's, thickness of seam not less than 10 feet wide, \$1.45 per lineal yard.

Cross-cuts between levels, thickness of seam not less than 8 feet wide \$1.45 per lineal yard.

Cross-cuts between rooms, thickness of seam not less than 8 feet wide not to be driven more than 25 feet from one side \$1.45 per lineal yard.

If over 25 feet and up to 35 feet, yardage 36 cents extra, per lineal yard.

If over 35 feet and up to 50 feet, yardage 72 cents extra, per lineal yard.

If over 50 feet, yardage \$1.08 extra, per lineal yard.

TIMBERING Same as No. 2 Seam.

PROPS Same as No. 2 Seam.

LAGGING Same as No. 2 Seam.

TRACKLAYING Same as No. 2 Seam.

CHUTES Same as No. 2 Seam.

BRATTICE Same as No. 2 Seam.

BRUSHING Same as No. 2 Seam.

Reopening and Re timbering No. 4 Main Entry:
\$14.51 per lineal yard.

\$2.90 per set, 10 feet to 12 feet unchained, at height of car.

76 cents per ton coal.

Local Conditions

DOCKAGE

Old cars to have 25 pounds added to tare.

New cars to have 35 pounds added to tare.

First The miner to be warned that he is sending out dirty coal.

Dockage to be as follows

Over 40 pounds and up to 60 pounds, 200 pounds of coal

Over 60 pounds and up to 75 pounds, 400 pounds of coal

Over 75 pounds and up to 112 pounds, 800 pounds of coal

Over 112 pounds and up to 140 pounds, 1600 pounds of coal

Over 140 pounds, the whole car (small car) or 3400 pounds of coal.

Large car, over 206 pounds, the whole car

Upon the ninth offence the miner is subject to two (2) days' lay-off

Tenth offence, discharge

Each day upon which the miner is docked counts as an offence. The ten offences to be within one (1) month.

Average car to be average of the cars on the run before the car in question for that check number

The Company will deliver workmen's house coal at \$3.17 per ton

Other conditions to remain as under the Agreement expiring March 31, 1919

**WEST CANADIAN COLLIERIES,
LIMITED
BLAIRMORE SOUTH MINE
No. 1 Seam.**

CANAWAY To be 6 feet by 11 foot spread 7 feet clear above at \$16.00 per linear yard including all timbering tracklaying ditching and handling coal and rock.

RAISES To be 6 feet by 10 feet including building chute and supports \$6.00 per linear yard rule to be proper runs with thickness.

CUTTING CANAWAY AND CROSS CUTS To be 6 feet by 6 feet \$4.00 per linear yard.

BREAST AND ANCHORING To be driven 12 feet to 15 feet wide including bracing and timbering 70 cents per lineal yard.

PILLARS INCLUDING TIMBERS 50 cents per cubic yard.

CHUTE BUILDING INCLUDING LAYING AND SUPPORTS 70 CENTS 40 cents per linear yard if a single bracing 40 cents per linear yard in addition.

CHITTS To be 6 feet by 6 feet arched at top including chute and sheet iron \$5.00 per linear yard no timber.

MANWAY To be 6 feet by 6 feet arched at top \$4.00 per linear yard no timber except steps.

BREASTS AND CROSS PILLARS To be driven 12 feet wide by height of seam including timbering and supports and three posts 4 feet apart 5 feet centers tracklaying and lagging coal to be put into chute and rock

gobbed if required. Price \$. 08 per cubic yard. Same price for room muck not to exceed 8 feet in length.

PILLARS ACROSS PITCH

Price 70 cents per cubic yard, including timbering and building temporary chute if necessary. Coal to be put in chute and rock gobbed if required.

In chutes and manways the price is based on 4 to 5 to 6 feet thickness of coal, if more or less than 5 or 6 feet, to be paid for proportionately down to 4 feet.

All horizontal breasts driven over 200 feet to be paid 72 cents per lineal yard extra up to 300 feet.

GREENHILL MINE

No. 1 Seam

GANGWAY 8 foot collar between switches, 11 foot spread, 7 feet clear above rail, including all timbering, right lagging tracklaying, ditching and loading coal and rock in separate cars \$15.89 per lineal yard.

RAISES 6 feet by 6 feet or 6 feet by 8 feet, including timbering, bratticing and chute building, \$1.14 per cubic yard. First length of chute (12 feet) to be \$2.26 if built by miner.

Timbering, \$1.45 per set, a set to consist of three pieces where necessary.

COUNTER GANGWAY

6 feet by 6 feet, including timbering, bratticing and handling coal, \$1.33 per cubic yard.

Timbering \$1.45 per set a set to consist of three pieces where necessary

ROOMS 11' x 11' x 11' AND 4' x 6' x 5'

To be no less than 12' x 12' feet wide, to include timbering sheet piling and canopy 75 cents per cubic yard.

To be 7 feet by 10 feet to include timbering sheet piling, a right beam, laying sheet iron and canopy \$1.14 per cubic yard.

Timbering \$1.45 per set a set to consist of three pieces where necessary

ROOMS 4' x 6' x 5' 11' x 11'

To be not 8 feet x 12' x 12' feet wide to include timbering sheet piling, laying track, hand bog car and getting rock. \$1.14 per cubic yard.

Timbering \$1.45 per set a set to consist of three pieces where necessary

All horizontal beams driven over 200 feet to be paid \$1.45 per yard extra up to 300 feet

CROSS-CUTS

6 feet by 6 feet including timbering sheet piling, handling coal \$1.14 per cubic yard.

Where shovelling is necessary if driven over 15 feet to be paid 75 cents extra up to 40 feet. Over 40 feet to be mutually arranged.

Corners \$2.90 per corner 2 posts securely lagged.

Timbering \$1.16 per set a set to consist of three pieces where necessary

PILLARS

Including all work necessary to deliver coal in a clean manner and keep the place in a safe condition, 65 cents per cubic yard.

First length of chute in Main and Back Angles, \$5.81

Double laying of sheet iron, 44 cents per yard

Building and tearing down platform, \$4.36

Bunkies and galleries to be built by Company men.

NEEDLING Where the Company requires needling in of the collar of the breast sets on one rib and backing in the collar of the opposite rib, a price of \$1.00 to be paid. Minimum depth of needling 8 inches.

No. 2 Seam

GANGWAY

8 feet collar between matches. .1 feet spread. 7 feet clear above rail, including all timbering, light lagging, ditching and loading coal and rock in separate cars, \$.6.89 per lineal yard. To include also the laying of ties and short length rails. Laying permanent track in tunnels, 27 cents per yard.

6 feet by 6 feet or 6 feet by 8 feet \$.27 per cubic yard.

Timbering, \$1.45 per set. a set to consist of three pieces where necessary

First length of chute 12 feet, to be \$7.26 if built by miner

COUNTER GANGWAY

6 feet by 6 feet, handling coal, \$1.33 per cubic yard.

Timbering, \$1.45 per set, a set to consist of three pieces where necessary

ROOMS UP THE PITCH AND ANGLES

To be not less than 9 feet wide nor more than 11 feet wide \$. 14 per cubic yard.

Timbering, \$1.45 per set, a set to consist of three pieces where necessary.

ANGLE CROSS-CUTS

6 feet by 6 feet handling coal \$.33 per cubic yard.

If driver over 25 feet and shoveling is necessary, 22 cents per linear yard extra up to 50 feet. Over 50 feet to be mutually arranged.

CORNERS (CROSS-CUT) \$2.90 per corner consisting of three posts securely lagged.

TIMBERING (CROSS-CUT) \$1.16 per set, a set to consist of three pieces where necessary.

PILLARS

When pillars are extracted in this seam, an application for a rate will be in order.

If conditions in this seam develop so that the size of the rooms can be increased, then an application for an adjustment in rates will also be in order.

First length of chute in main and back angles, \$5.81.

Double laying of sheet iron, 44 cents per linear yard.

Building and tearing down platform, \$4.26.

Bulkhead and batteries to be built by Company men.

Brushing bottom rock in No. 5 Gangway in No. 2 Seam, Brushing in main entry, where a

ratchet drill is used 12 cents per inch, per linear yard if done by hammer and steel to be Company work.

RELLEVUE MINE

No. 1 Room

CALGARY To be driven 11 feet collar 4 feet spread, 10 feet up at top and \$21.50 per linear yard, including all timbering track laying and handling of coal and rock. Rate to be proportional to length of collar down to 8 feet.

CUTTING To be driven 7 feet by 10 feet of idling building to be \$245 per linear yard, both ends 10 feet up and bottom \$2.26 if not cut by the Company.

TIMBERING \$1.45 per set, a set to consist of three pieces where necessary.

CUT N. F. CALGARY To be driven 6 feet by 6 feet for 10 feet up and by car \$5.28 per linear yard, including all timbering track laying, bratticing and handling of coal and rock. Three piece sets \$1.16 per set.

STRAW To be driven 10 feet high above rail to bottom of timber and 7 feet collar and 10 feet spread at bottom, including timbering three piece sets, lagging, laying track, loading and dumping coal, \$13.82 per linear yard.

CROSS-CUTS

To be driven 6 feet by 6 feet both sides, \$4.61 per linear yard.

Cornets \$2.90, consisting of three posts securely lagged.

Timbering \$1.16 per set a set to consist of three pieces where necessary

If driven over 25 feet from one side, 72 cents per lineal yard extra up to 50 feet

Over 50 feet to be mutually arranged

CROSS CUTS (UP THE FITCH) For loading, pushing, etc. coal which is mined from cross cuts which are driven up the fitch between rooms across the pitch where the contract miner performs this work he shall be paid 26 cents per cubic yard for the coal which he handles in this way

BREASTS (1 THE FITCH) To be driven 10 feet by 20 feet, including timbering, chise and straight brattice \$17.00 per lineal yard Three piece sets if required, \$1.45 per set Breasts of greater or less dimensions to be paid for in proportion down to a width of 12 1/2 feet

PILLARS

60 cents per cubic yard, including setting of five rows of props where necessary

Where a barrier is left when drawing a pillar 71 cents per ton shall be paid for the top 12 1/2 feet of the pillar.

BREASTS (ACROSS THE FITCH)

To be 12 feet high by 8 to 12 1/2 feet wide, including hauling coal bratticeing and laying track and to be paid \$1.14 per cubic yard three piece sets required, \$1.45 per set

All horizontal breasts driven over 200 feet to be paid \$1.45 per yard up to 200 feet

Mo. 2 Team

CANAWAY To be driven 11 feet collar 14 feet spread 7 feet low above rail \$21 50 per linear yard including all timbering track laying and handling of coal and rock. Rate to be proportional to length of collar down to 8 feet

CUTTS To be driven 7 feet by 10 feet, including building chais \$244 per linear yard feet length 1 chair and battery \$7 26 if not built by the Company

Timbering \$1 45 per set a set to consist of three pieces where necessary

CUTTER CANAWAY To be driven 6 feet by 6 feet low inside and by car \$3 20 per linear yard including timbering tracklaying building and handling of coal and rock, three piece sets \$1 16 per set

AIRWAY To be driven 7 feet high above rail to bottom of timber and 7 feet collar and 10 feet spread at bottom, including timbering three piece sets lagging using track loading and dumping coal \$12 82 per linear yard

CROSS CUTS To be driven 6 feet by 6 feet both sides \$4 61 per linear yard

Corners \$2 00, consisting of three posts securely lagged

Timbering \$1 16 per set a set to consist of three pieces where necessary

If driven over 25 feet from one side 72 cents per linear yard extra up to 50 feet

Over 50 feet to be mutually arranged

CROSS CUTS (UP THE PITCH) For loading, pushing etc., coal which is mined from

cross-cuts which are driven up the pitch where the contract miner performs this work he shall be paid 30 cents per cubic yard for the coal which he handles in this way.

BREASTS UP THE PITCH To be driven 10 feet by 20 feet including timbering, chute and siding; 1 breast \$17.00 per lineal yard. Three piece sets if required, \$1.45 per set. Breasts of greater or less dimensions to be paid for in proportion down to a width of 13½ feet.

PILLARS

60 cents per cubic yard including setting of five tons of props where necessary.

For driving across top of former pillars, 13½ feet wide 71 cents per ton.

BREASTS ACROSS PITCH

To be 10 feet high by 8 to 12½ feet wide, including timbering and bracing and laying track and timbering \$1.14 per cubic yard. Three piece sets if required, \$1.45 per set.

All horizontal breasts driven over 200 feet to be paid \$1.45 per yard up to 300 feet.

No. 4 Beam

LANGWAY To be driven 8 feet collar, 12 feet spread, 7 feet clear above rail, \$16.89 per lineal yard. Rock in centre \$1.82 per lineal foot.

COUNTER LANGWAY To be driven 6 feet by 6 feet \$5.38 per lineal yard. Three piece sets, \$1.16 per set.

CHUTTS To be driven 7 feet by 10 feet \$8.45 per lineal yard.

Timbering \$1.45 per set, a set to consist of three pieces where necessary

BREASTS

To be driven 5 feet by 20 feet \$9.22 per lineal yard, three-piece sets if required, \$1.45 per set

If span is less than 5 feet, to be paid \$1.54 less for each foot in reduction, and to increase at the rate of \$1.54 per lineal yard per foot in thickness

CROSS-CUTS

To be driven 6 feet by 6 feet, \$4.61 per lineal yard

Corners \$2.90, consisting of three pieces securely lagged

Timbering \$.16 per set, a set to consist of three pieces where necessary

If driven over 24 feet from one side, 72 cents per lineal yard extra up to 40 feet

CROSS-CUTS (UP THE PITCH) For loading material etc. where coal is runned from cross-cuts which are driven up the pitch when the miner performs his work he shall be paid 36 cents per cubic yard for the coal which he handles in this way

PILLARS 70 cents per cubic yard, including setting of five rows of props where necessary

All Sums

In case the Company wishes to pay on basis of cubical contents, the rate paid shall be according to existing basis of measurements and prices.

Double laying of sheet iron, 44 cents per yard.

Laying sheet iron on pillars, $1\frac{1}{4}$ cents per ton.

Company men to furnish their own tools, which the Company agrees to take back when they leave the service at their initial value.

BLAIRMORE, GREENHILL AND BELLEVUE MINES—ALL SEAMS

CHUTE BUILT. DING shall be paid for at the rate of 44 cents per yard, 5 planks 2 inches by 12 inches, 2 posts 8 feet with cross pieces. This includes sheet iron.

BRATTICE. 7 cents per lineal yard for each foot in height.

CLAY. To be placed nearest cross-cut to face.

MANWAY. Ladders 2 feet wide, one foot between rungs, 29 cents per lineal yard.

Local Conditions

Run-of-mine coal delivered to workmen, \$3.17 per ton.

Screened coal delivered to workmen, \$3.31 per ton.

Delivery of coal to be confined to Townsite of Bellevue, owned by the West Canadian Collieries, Ltd., and the present Townsite of Blairmore, if the Company is requested to deliver coal beyond said places, arrangements to be made between the Company and employees.

an entire entry width on the basis of \$1.15 per linear yard for one foot in depth. Brushing top in entries 1' wide at entry width, \$1.00 per linear yard. Cutting through faults, entry width and height \$.80 per linear foot. Unroughed fault entry 4' x 4' and height \$1.25 per area ft. The plan is minimum 14 cfm a per 100 cubic ft. Power to free weight 100 and weight 1000. Water minimum where water is not to power 10 is the rate by pump. If water tanks on the basis of \$2.00 for each half month or 40 cents per tank when tank is loaded by 1000. This does not apply where 14 cfm a per 100 cubic ft. on weight 100. Blasting per ton when 1000 ft. 2 cents per prop. 4 cent 1000 ft. 1000 ft. 1 cent bar and two props. Bridg 1000 ft. 4 inches by 6 inches or more 1000 ft. 4 cents per set.

All other prices and conditions underground to remain as existing previous to March 31 1919.

Local Conditions

THU KAT - A loader will be paid 25 cents for each offense for sending out dirty coal, and after the third offense he may be discharged. When loaded his number will be placed in the dock board, on the backboard. The placing of his number in the dock board will be considered as due warning.

ABNORMAL CONDITIONS - An abnormal condition shall be considered as a condition where the seam is faulty or thins out to a point less than 48 inches in thickness. If the seam is under 48 inches in thickness, 24 cents per ton extra for each inch will be paid.

14 cents per ton extra. Dynamite free in wet places and wet shaft holes. Water is raised, where necessary, to remove same from the face by pump or water tanks, on the basis of \$2.00 for each half month or 25 cents per tank when tank is loaded by miners. This does not apply where 14 cents per ton extra is paid in wet places. Resetting props when disrupted 7 cents per prop. A set of timber consists of a cross bar and two props. Bridge sticks such as by 6 inches or round timber 40 cents per set.

All other prices and conditions underground to remain as existing previous to March 31 1919.

Local Conditions

DONKARF. A loader will be paid 25 cents for each offence for sending out dirty coal and after the third offence he may be discharged. When loaded he will be placed on the dock board on the backhead. The placing of his number on the dock board will be considered as due warning.

ABNORMAL CONDITIONS. An abnormal condition shall be considered as a condition where the seam is faulty or thins out to a point less than 48 inches in thickness. If the seam is under 48 inches in thickness, 2½ cents per ton extra for each inch will be paid.

INSIDE DAY WAGES

To be computed from the time the first workman in the shift leaves the surface to the time the last workman in the shift returns to the surface.

Wash house, \$1.00 per month.

Electric lamps 1% of gross earnings.

Employees to deliver their own coal.

FEDERAL COALS, LIMITED

ENTRIES

8 feet wide and 5 feet 2 inches from top of rail to bottom of boom, using shooting and loading of coal, flushing explosives, unloading of timber and handling cars, loading up all rock and other waste \$2.0 per ton.

Lifting bottom or brushing down top in entries. For each foot in depth for width of entry, \$1.13 per yard.

Permanent track to be laid by the miner when ordered, with ties placed not more than three feet apart centre to centre, 3½ cents per lineal foot.

ROOMS

16 feet wide and over, using, shooting and loading of coal, unloading of timber, handling all rock and other waste, setting all timber \$1.46 per ton.

In room work the ribside next to the roadway shall be squared up in a workmanlike manner, and no top coal shall be left overhanging. All booms shall be notched into coal to a distance of at least six inches at one end, and with prop set under the other end of boom. These booms shall not be more than three feet apart centre to centre unless authorized by the overman in charge.

PILLARS

Mining, shooting and loading of coal, unloading of timber, handling of cars, handling of rock and other waste, \$1.06 per ton.

A allowance in pillars account hand pick room conditions, \$1.34 per ton.

DIFFICULT PLACES Shall be paid for at the regular shaft wage rate, but the official in charge shall have the right to call upon any competent miner in the employment of the Company to take his turn of work in such places.

WET PLACES

In entries 4 cents per ton extra. Dynamite free in wet places and wet shot holes. Water in entries, where necessary to remove same from the face by pump or water tanks, on the basis of \$2.90 for each half month or 29 cents per tank where tank is loaded by the miner. This does not apply where 14 cents per ton is paid in wet places.

In rooms where necessary to remove same by pump or water tanks, on the basis of \$2.90 for each half month.

Dynamite free in wet shot holes.

YARDAGE FOR BONE

Bone coal in the seam over 4 inches in thickness, 62 cents per lineal yard.

Allowance account of pick mining conditions, 16 cents per lineal yard.

Total 78 cents per lineal yard.

ROOM CROSS-CUTS Cross-cut between rooms, \$2.18.

wide or less, 54 cents per lineal yard and 20 cents per ton. Cutting across pillars at face of rooms any width, 20 cents per ton. Cutting through faults, entry width and height 35 cents per lineal foot. Unweighed coal, entry width and height 28 cents per lineal foot. Entries to be cut to give a minimum height of five feet two inches between top of permanent rails and bottom of cross bars.

Scrapers

Undercutting rooms and pillars, 15 cents per ton. Narrow work 18 feet wide or under, except room cross-cuts, 21 cents per ton. Room cross-cuts, 40 cents per lineal yard and 15 cents per ton. Cutting across pillars at face of rooms any width 15 cents per ton. Cutting through faults, entry width and height 26 cents per lineal foot. Unweighed coal, entry width and height 21 cents per lineal foot.

Loaders

IN ROOMS

Shooting and loading coal, unloading timber, furnishing explosives, taking down top and girdling of rock and other waste or loading in cars, if ordered, laying track, timbering and preparing place for cutting and handling, are from end to entry, 80 cents per ton. Hoisting 4 inches by 6 inches 20 cents each, less as 3 inches by 5 inches 18 cents each.

Barre coal in any portion of the seam, except top or bottom, which exceeds the total thickness of six inches shall be paid for at the rate of 62 cents per lineal yard. Room cross-cuts, rock work, \$2.25 per lineal yard.

and 40 cents per ton including timbering as directed machine moved from four to six feet wide \$ 25 per line laid and 30 cents per ton including timbering as directed at log bottom in squared timber when lifted with bar hook 100 cents per line and 100 cents each tree for log to be hauling rather than lifted as loaded or less as directed. The paid for on the basis of 40 cents per square foot of top each line in the lower timbering 30 cents per set out by area of bar and 30 cents per set for round timber. A set of timber consists of a 4" x 6" lat and 10" x 10" posts. If set up crops when raised and ready for setting 7 cents per ft. for 1000 ft. or more \$ 8 each. Water is extra where necessary to irrigate water for the 100 lb pump or water works on the basis of \$2.50 for each half a mile. The square feet in set of lat holes.

13. NAILING W. W. 1000. A foot wide or wider except in some cross cuts.

Shoring and lagging and bracing as per the following timber and handling cars taking down top plate to cross brags and loading up and other work having temporary track and preparing for setting, \$1.21 per ton.

Laying permanent track on ties 3 cents per foot of track. Here coal in any portion of the train except top or bottom which exceeds the coal thickness of 10 inches shall be paid for at the rate of 5 cents per tonward. 2 when in entire train 100 ft. and more round squared timbers 20 cents per set round timbers 30 cents per set to include lagging where necessary. Taking off corners

for curves where ordered \$2.10 each. Break-
ing lot is on entire entry width on the basis
of \$1.15 per line. If a lot is 10-15 in depth
Blasting is on an entry width and entry
width \$.80 per line. If a lot is 15 or more the high
tanks are on width and length \$.80 per line
lot. If weight is 10 or more width on length
\$1.21 per line. If a lot placed on entire
lot extra per ton extra. If a lot is 10 or more
placed on a lot extra. If a lot is 10 or more
where no lot is required same lot. The
lot is 10 or more of water tanks. If a lot is
\$2.00 extra. If a lot is 10 or more per tank
when tank is 10 or more. This does
not apply to the lot extra per ton extra is
paid on a lot extra. Keeping people when de-
scribed. If a lot is 10 or more. If a lot is 10 or more
a lot is 10 or more and two people. If a lot
sticks to a lot is 10 or more. If a lot is 10 or more
38 cents per set.

A lot is 10 or more. If a lot is 10 or more
is 10 or more. If a lot is 10 or more. If a lot is 10 or more.

Local Conditions

(1000 K. A. C.) A lot is 10 or more. If a lot is 10 or more
extra for each lot. If a lot is 10 or more. If a lot is 10 or more
and after the lot. If a lot is 10 or more. If a lot is 10 or more
discharged. If a lot is 10 or more. If a lot is 10 or more
placed on the lot. If a lot is 10 or more. If a lot is 10 or more
The lot is 10 or more. If a lot is 10 or more. If a lot is 10 or more
will be 10 or more. If a lot is 10 or more.

(1000 K. A. C.) A lot is 10 or more. If a lot is 10 or more
normal lot is 10 or more. If a lot is 10 or more. If a lot is 10 or more
disturbance where the lot is 10 or more. If a lot is 10 or more
to a point less than 10 or more. If a lot is 10 or more. If a lot is 10 or more
the lot is 10 or more. If a lot is 10 or more. If a lot is 10 or more
extra per ton extra for each lot will be paid.

THE CANMORE COAL COMPANY, LIMITED

No. 1 Seam

BREASTS 20 feet wide, 4 feet high, \$8.88 per lineal yard.

PILLARS 30 feet wide 4 feet high \$9.68 per lineal yard increasing or decreasing thickness of seam to be paid for proportionately at \$1.14 per lineal yard, per foot down to a minimum thickness of three feet including dirt or rock.

SKIPS \$4.03 per lineal yard 10 feet wide 4 feet high increasing or decreasing thickness of seam to be paid for at the rate of 38 cents per foot, per lineal yard, down to a minimum thickness of 3 feet, including dirt or rock.

No. 2 Seam

BREASTS 20 feet wide, coal to be paid for in proportion at \$.61 per foot, per lineal yard, for each inch in thickness.

PILLARS 30 feet wide coal to be paid for in proportion at \$2.02 per foot, per lineal yard, for each inch in thickness.

SKIPS 10 feet wide coal to be paid for in proportion at 80 cents per foot, per lineal yard, for each foot in thickness. Rock in this seam to be paid for at 14 cents per inch per lineal yard.

No. 3 Seam

Prices to be the same as No. 1 Seam. The basis of measurement to be a maximum thick-

ness of seam at 5 feet, instead of 4 feet as in No. 1 Seam.

No. 4 Seam

BREASTS 20 feet wide, \$9.68 per lineal yard 4 feet thickness increasing or decreasing thickness of seam to be paid proportionately at \$1.14 per foot per lineal yard.

PILLARS 20 feet wide, 4 feet thickness, \$9.68 per lineal yard increasing or decreasing thickness of seam to be paid for proportionately at \$1.14 per foot, per lineal yard, down to a minimum thickness of 3 feet including dirt or rock.

SKIPS 10 feet wide 4 feet thickness, \$4.84 per lineal yard increasing or decreasing thickness to be paid for proportionately at 30 cents per foot, per lineal yard.

Carey Seam

GANGWAY

6 foot collar, 10 feet spread 6 feet 6 inches high in the clear as driven at present, and including coal, rock, timbering and laying track, per lineal yard \$19.79

12 foot collar over all, 6 feet clear from bottom of collar to top of rail, 3 posts under collar collar to be notched for bow side post, securely caged, \$22.86 per lineal yard

BREASTS (UP THE PITCH) 12 feet wide and 7 feet thickness of coal, including timbering, chute and stairway, and brattice building, per lineal yard \$10.36.

BREASTS (ACROSS THE PITCH) 12 feet wide and 7 feet thickness of coal, including timbering, brattice track laying and handling of coal per lineal yard \$9.60

PILLARS

30 feet wide and 7 feet thickness of coal, including timbering and handling of coal per lineal yard \$15.35

These prices are based upon the present system of working. If a section is more than 7 feet or less than 7 feet, to be paid for proportionately.

Stewart Seam.

LANEWAY To be driven 16 feet wide by height of seam, including all post timbering and lagging, including handling coal and rock, per net ton 89 cents. If 25 degrees pitch or under \$1.45 per lineal yard. If over 25 degrees pitch, \$2.54 per lineal yard.

BREASTS OR ANGLES To be driven 16 feet wide by height of seam, including all post timbering, lagging, handling coal and rock, per net ton 89 cents where coal is loaded in regular mine car and 76 cents where coal is put into chute.

PILLARS 30 feet wide by height of seam, securely timbered with post timbers, handling coal and rock, per net ton 75 cents where coal is loaded in regular mine car and 62 cents where coal is put into chute.

ROOM AND ENTRY TIMBERING (When required)

\$1.45 per set, 6 to 8 inches diameter

\$1.82 per set, 8 to 10 inches diameter.

\$2.18 per set, 10 to 12 inches diameter.

The above prices are based on the collar being set for long with two side props and centre prop when required suitably lagged. If collar is less than 10 feet long to be paid for in proportion.

Except where square sets are used in an area, supported by three props framed and secured lagged the collar to be not more than 12 feet between supports at east 12 inches thick \$2.98 per set. Collar of greater or less dimensions to be paid for in proportion.

SHIFTS. 1. No. 1N. CROSS CUTS. OR PLUCKERS. If used in a road over 25 feet and up to 35 feet, yardage 50 cents extra per lineal yard when cut is furnished. If over 35 feet and up to 60 feet yardage \$1.10 per lineal yard and so on as furnished.

DELIVERY OF CARS. To be made according to present practice.

MCGINTY'S

The Company will move all the Bull wheel and labour other than that of the Contract Miner.

The Company is requested to shear places where the coal becomes abnormally hard.

DOCKAGE

Package Clause. Same as at Brinsford Mine, except 100 (100) pounds will be added to tare of each car.

The following prices to prevail in all seams.

House building. 72 cents per lineal yard, to be built according to present practice 4 feet

wide, unless otherwise ordered by the Pit Boss. First length of crate 16 feet \$3.62

Bulkheads, according to present practice, \$3.62 All retimbering and replacing broken timbers in breasts, if done by contract work 8 inch or 10 inch timber at 7 cents per foot

Goa or Brattice Building in Breasts, 44 cents per lineal yard.

All horizontal breasts driven over 200 feet to be paid 72 cents per yard extra up to 300 feet

Cuttes to be driven 12 feet wide at present rates, with 27% increase

Gangways to be driven by special contract
MACHINE MINING (ALL SEAMS)

The rate for each cut shall be \$4.90.

Machine cutters to receive 4/7 or \$2.84 per cut

Machine scrapers to receive 3/7 or \$2.09.

OVERPUSH

In rooms from 200 to 300 feet, 72 cents per lineal yard

In pillars 30 feet wide 200 feet to 300 feet, \$1.34 per lineal yard

In rooms from 300 to 400 feet, \$1.44 per lineal yard.

In pillars 30 feet wide, 300 to 400 feet \$2.70 per lineal yard.

Local Conditions

Mine run coal, \$3.7 per ton.

Screened coal \$3.81 per ton

Wash house, \$1.00 per month.

Water outside tap per house using, \$1.00 per month.

Other supplies at present rates

BANKHEAD MINES

No. 6000 Lane

1. 4 X 4 X 16 W 4 X 4 10 feet wide inside width and height 4 square \$5.00 per board yard including single timber lagged.

1. 11 X 11 X 16 1. 4 X 4 W 4 X 4 10 feet wide inside width and height 4 square \$5.00 per board yard including single timber lagged.

1. 11 X 11 X 16 1. 4 X 4 W 4 X 4 10 feet wide inside width and height 4 square \$5.00 per board yard including single timber lagged.

1. 11 X 11 X 16 1. 4 X 4 W 4 X 4 10 feet wide inside width and height 4 square \$5.00 per board yard including single timber lagged.

1. 11 X 11 X 16 1. 4 X 4 W 4 X 4 10 feet wide inside width and height 4 square \$5.00 per board yard including single timber lagged.

PILLARS

10 feet wide \$17.24 per board yard, including unloading, boarding chute and taking up old chute in board. The coal to be put into chute and slack and refuse to be gulched the coal to be loaded if required.

The above prices are based on the seam being 3½ feet thick, if more or less than 3½ feet, to be paid for proportionately, except in Main Gangway.

No. 6 Seam

MAIN GANGWAY Special Contract

COUNTER GANGWAY 10 feet wide inside the timber and height of seam, \$5.30 per lineal yard, including single timber lagged.

CHUTES (Between Main and Counter Gangways) 10 feet wide and height of seam, \$4.61 per lineal yard, including timbering, building of chute, leather ladderway and laying of sheet iron.

CROSS CUTS 10 feet wide inside of timbers, and height of seam, \$4.61 per lineal yard, including single timber lagged. Slack and refuse to be gobbed if required.

PILLARS

10 feet wide \$7.68 per lineal yard, including timbering, building of chute and taking up of old chute in breast. The coal to be put into the chute, and slack and refuse to be gobbed behind wing boards, the coal to be forked if required.

The above prices are based on the seam being 3½ feet thick, including cap rock, if more or less than 3½ feet, to be paid for proportionately, except in Gangways.

No. 2 Seam

GANGWAY Square sets, 8 foot collar between notches, and 9 feet legs, 12 feet spread,

placed 5 feet centers, lagged top and sides, \$12.29 per lineal yard for coal, including timbering and \$1.08 per lineal foot of thickness per lineal yard for rock when required to be lifted.

(C) SILL GANTRY Single timber lagged with a tie on on the low side of at least 5 feet, 10 feet wide from top of low side section to inside of timbering and height of seam, \$9.22 per lineal yard, including single timber lagged 1 1/2 times per set two pieces lagged, \$1.45 per set three pieces lagged.

(D) TIE Between Main and Counter Gangways 10 feet wide and height of seam \$7.68 per lineal yard, including building of ladderway chute and brattice and laying of sheet iron.

BREASTS (Up the Pitch) 20 feet wide with airway on each side and coal chute and gob \$8.95 per lineal yard including timbering building ladderway brattice and chute and laying sheet iron. Coal to be put into chute all slack and refuse to be gathered behind wing boards and the coal to be loaded if required.

CROSS-CUTS

(Between Breasts) 5 feet section on low side if required 8 feet wide from top of low side section to inside of timbers, and height of seam, \$8.91 per lineal yard, including single timber, lagged.

Three feet section on low side if required, 10 feet wide from top of low side section to inside of timbers and height of seam, \$8.98

per lineal yard, including single timber lagged

FILL ARKS 4 feet x 12 feet \$11.1 per lineal yard, including timbering building of chute and taking up of old chute in breast. The coal to be put in the chute and slack and refuse to be gulched behind wing boards, and if a coal to be loaded, if required.

SKIPS 6 feet wide and height of seams \$1.84 per lineal yard, including timbering.

The above prices are based on the seams being 8 feet to 10 feet thick. If more than 10 feet thick a proportionate increase will be made, and if less than 8 feet a proportionate deduction will be made except in Gangways.

No. 3 Seam.

GANGWAY Single timber lagged, with section on low side of at least 4 feet, 12 feet wide from top of low side section to inside of timber and 8 feet high \$12.29 per lineal yard including single timber lagged. Where square timbers are required 8 foot collar between benches 8 foot and 9 foot logs, 12 foot spread placed 7 feet centers, lagged top and sides, \$13.82 per lineal yard including timber and \$1.98 per foot thickness, per lineal yard, for rock.

COUNTER GANGWAY Single timber lagged with a section on low side of at least 3 feet, 10 feet wide from top of low side section to inside of timber, and 8 feet height of seam, \$9.22 per lineal yard, including single timber, lagged.

(HUTTS) (Between Main and Counter Gangway) 10 feet wide and height of seam, \$7.68 per linear yard including building of ladderway chute and lining and laying sheet iron.

BRACKEN (1 p the 1st to 20 feet wide) \$8.91 per linear yard including timbering, building ladderway brackening and chute and laying sheet iron. The coal to be put into the chute and all slack and refuse to be gobbed behind wing boards and the coal forked if required.

(BRACKEN) (Between Bracks) 2 foot section on low side if required 8 feet wide from top of low side section to inside of timber, and height of seam, \$8.91 per linear yard, including lining to be tapered.

FILLERS (40 feet wide) \$2.24 per linear yard including timbering, building of chute and taking up of old chute in brackening. Coal to be put into the chute and slack and refuse to be gobbed behind wing boards and coal to be forked if required.

SKIDS 8 feet wide and height of seam, \$3.84 per linear yard including timbering.

The above prices are based on the seam being 8 feet thick; if more than 8 feet to be paid for proportionately except in Gangways.

No. 4 Seam.

MAIN GANGWAY Single timber lagged with a section on low side of at least 4 feet 12 feet wide from top of low side section to inside of timber. \$11.08 per linear yard for coal, including single timber lagged. \$1.08 per

g shows a reduced rate of change in the rate of change of γ_{eff} and the rate of change of γ_{eff} is reduced.

height of stage 1154 feet and a total timbering.

[illegible]

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 190. **Figure 180**
 191. **Figure 181**
 192. **Figure 182**
 193. **Figure 183**
 194. **Figure 184**
 195. **Figure 185**
 196. **Figure 186**
 197. **Figure 187**
 198. **Figure 188**
 199. **Figure 189**
 200. **Figure 190**
 201. **Figure 191**
 202. **Figure 192**
 203. **Figure 193**
 204. **Figure 194**
 205. **Figure 195**
 206. **Figure 196**
 207. **Figure 197**
 208. **Figure 198**
 209. **Figure 199**
 210. **Figure 200**
 211. **Figure 201**
 212. **Figure 202**
 213. **Figure 203**
 214. **Figure 204**
 215. **Figure 205**
 216. **Figure 206**
 217. **Figure 207**
 218

[illegible][illegible]

slack and refuse to be grabbed behind wing boards and the coal to be put into the chute \$9.98 for the coal and the rock.

CROSS CUTS Between Breasts 2 foot section on low side at required 8 feet wide from top of low side section to inside of timber and the height of seam including single timber lagged \$8.91 per lineal yard.

PILLARS 4 or 6 wide \$12.84 per lineal yard each way including loading of chute and taking up coal to breast. The coal to be put into the chute and slack and refuse to be grabbed behind wing boards and the coal to be dumped if required.

SKIPS 6 feet wide and height of seam, \$3.84 per lineal yard including timbering.

The above prices are based on the seam being 8 feet thick or more or less than 8 feet, to be paid for proportionately, except in Gang ways.

No. 6 Seam

MAIN GANGWAY Single timber lagged with a section on the low side of at least 4 feet 12 feet or more top of low side section to inside of timber, \$12.29 per lineal yard for coal including single timber lagged, and \$1.08 per foot of thickness per lineal yard for rock, where required to be lagged.

CHUTE GANGWAY Single timber lagged with a section on the low side of at least 3 feet 10 feet wide from top of low side section to inside of timber and 8 feet height of seam, \$9.22 per lineal yard, including single timber, lagged.

CHUTES. Between Main and Counter Gangways: 8 feet wide and height 1 foot. \$2.00 per linear yard including loading and lashing. Side and end chutes having short runs.

RIGGING. Up the chute: 2 feet wide. \$2.00 per linear yard including unloading, unhooking and lashing. Side and end chutes having short runs. 10¢ per yard for the work and the material required.

REINFORCED CHUTES. Between Main and Counter Gangways: 8 feet wide and height 1 foot. \$3.00 per linear yard including unloading, unhooking and lashing. Side and end chutes having short runs. 10¢ per yard for the work and the material required.

FLIGHTS. 40¢ per square foot. \$4.50 per area yard including loading of chute taking up and lashing. Coal to be put in the chute slack and refuse to be got by taking up the boards and the coal to be forked, if required.

SKIPS

8 feet wide and height of seam. \$3.50 per linear yard including lumbering.

The above prices are based on the seam being 8 feet thick. If more or less than 8 feet to be paid for proportionately except in Gang ways.

ALL Teams

Pushing and dumping coal over 200 feet and up to 300 feet. 52 cents per linear yard.

It is understood that the coal in all places is to be mined with the use of as little powder as possible.

Gangways or hauls to be driven by special contract or day work.

SHOVELLING IN CROSS-CUTS IN ALL SEAMS If over 25 feet and up to 35 feet yardage 36 cents extra per lineal yard unless small car furnished, if over 35 feet and up to 50 feet yardage 72 cents per lineal yard unless small car furnished.

SKIPS ONLY

Where coal is shoveled over 25 feet, the Company agrees to furnish a small car or pay 72 cents per lineal yard extra.

\$3.62 will be paid for bulkheads, if required to be built by the miner.

Local Conditions

PENALTY FOR LOADING IMPURITIES The miners are to deliver their coal as free from rock or other impurities as it is practicable, and in case of a miner failing to do so he shall be warned for the first offence for the second offence or aggravated cases he may be discharged.

SUPPLIES, ETC

The Company will deliver coal to their employees residing at Bulkhead at the following prices:

Net coal, \$3.81 per ton.

Stove or Egg coal, \$5.68 per ton.

Briquettes, \$5.06 per ton.

Electric Light, per lb C. F. light, per month,
50 cents.

Wash house \$1.00 per month

Employees must furnish their own tools,
which the Company agrees to take back when
they leave.

It is further covenanted as in the Agreement
expiring Mar. 31st 1919 so long as condi-
tions in connection with houses remain the
same.

BRAZEAU COLLIERIES, LIMITED

Form No. 2

MAXIMUM 85 cents per gross ton of
coal of 2,240 pounds

WATER at \$2.50 per lineal yard

TIMBER No. 1 clear to 1 1/2 ~~feet~~ between
notches, 100 lbs per set of three pieces at least
12 inches thick with suitable lagging, \$2.00

CAP ROCK 10 to 12 gals. oil paid for
at the rate of 1 gal. oil per inch of thickness,
per ton, or 50 cts. per lineal yard

WATER, FUEL, CEMENT, ETC.,
STAIRS AND MAIN AIRWAY

Coal 85 cents per gross ton

Wearage \$2.50 per lineal yard

Timber No. 1 clear to 10 feet between
notches, 100 lbs per set of three pieces at least
10 inches thick with suitable lagging, \$1.45

Cap Rock Same as above

CROSS CUTS AND COMPANION AIRWAYS

Coal, 85 cents per gross ton

Yardage 72 cents per lineal yard. If the length exceeds 50 feet an extra 29 cents per yard to be paid for exceeding distance. Minimum dimensions 4 feet by 6 feet

Timbering. When set of timber required, price per set of three pieces to be \$1.45.

Cap Rock. Same as above

ROOMS

Coal, 85 cents per gross ton of 2,240 pounds.

Timbering. Collar to be 16 feet long, with two side props and centre prop suitably lagged.

\$1.45 per set of 6 to 8 inches diameter

\$1.82 per set of 8 to 10 inches diameter

\$2.18 per set of 10 to 12 inches diameter

Increasing 30 cents per set for every two inches increase in diameter

Second centre prop and lagging to be paid at 4 1/2 cents per foot per post

Cap Rock or Draw Slate. To be gobbled between centre props and paid for at 1 1/4 cents per inch in thickness, per foot in width, per lineal yard.

16 Pillars. Cap rock to be gobbled and paid for at the rate of 6.25 cents per inch in thickness per foot in width, per lineal yard.

Props in Pillars. To be set 9 feet centres, with cap piece. (This included in tonnage price). Where extra props are required, they will be paid for at the rate of 4 1/2 cents per lineal foot.

MOUNTING For each time the Mounting is moved and properly set the Company will pay \$4.25. The maximum distance it shall be moved shall be 10 feet. For unloading 50¢ or \$2.10.

TRACK LAYING. The crew is an engine, track & be laid by the Company. Further in the contract will be their own track at the other end. 10 cents per linear yard for single tracks & 44 cents per linear yard for double tracks. The material for spurs tracks to be laid free of charge.

TRACKS, TIES & LARS

Coal 75¢ per gross ton of 2,240 pounds.
Lars 2¢. Plans provided with cap price price as above.

Logs 1" be bled and packed with rock if rock is hard. Price as follows:

For logs 3 feet square 24 cents per foot in height.

For logs 4 feet square 30 cents per foot in height.

For larger logs 30 cents per square foot at 2 and per foot of height.

Bridge Sinks. It required to be set by the company in a manner length 12 1/2 feet between benches. The thickness to be not less than 20 inches. Price per set of three pieces, \$2.90. 25¢ extra per set per foot of height over 10 feet.

Item No. 3

MAIN ENTRY

Coal, 25 cents per gross ton

Yardage \$2.10 per linear yard

Timbering Collar to be 12 feet between notches, price per set of three pieces at least 12 inches thick with suitable lagging, \$2.90, when the legs do not exceed 10 feet in height, 29 cents extra per set per foot of height over 10 feet.

In case of abnormal conditions, prices to be arranged.

WATER LEVEL, COUNTER LEVEL, SLANTS AND MAIN AIRWAYS

Coal, 85 cents per gross ton.

Yardage \$2.50 per lineal yard.

Timbering Collar to be 10 feet between notches, price per set of three pieces at least 10 inches thick with suitable lagging, to be \$1.45 if height of post is not over 10 feet, 29 cents per set per foot of height over 10 feet.

CROSS-CUTS AND COMPANION AIRWAYS—Same price as in Seam No. 2.

ROOMS

Coal, 85 cents per gross ton.

Timbering Collar to be from 12 to 16 feet long, with two side posts and a centre post, and to be suitably lagged. Same and prices same as in No. 2 Seam.

An extra 14 cents per foot to be paid for every foot over 10 feet when longer posts to be used.

McGINTY Same as in No. 2 Seam.

TRACKLAYING Same as in No. 2 Seam.

DRAWING PILLARS

Coal, 76 cents per gross ton.

may be checked at either the request of the miners or the Company at any time during the life of this agreement.

Further, should the Company or slate send me by the mine car a ton of waste above specified, the following system of fines to prevail:

First: Return of 4 per cent of rock or slate warning and less 100 pounds at once.

After the first 4 per cent of rock or slate shall have been received, a 10 per cent of rock or waste shall be given after the second and third 100 pounds of rock or waste shall be received at the mine car and be taken to the dump.

The weight on each given the new warning and keep record. Records and reports held only to the Mine Manager.

The money being received is applied first to men taking deducting the actual weight of rock shall be applied in providing prizes for miners sports or in the entertaining of miners children.

Coal to mine goes free mine delivered No. 1000 a ton per ton \$1.17

Sanitation and water per month for each house, \$1.00.

Electric light per month for each 16 C T light, 50 cents.

Wash house per month \$1.00

Tool sharpening per month 50 cents

House rent per month, lot 4 (owned col mgr), \$30.00.

Company men to furnish their own tools, which the Company will take back at their initial value when they leave.

NOTE — In places where water is continuously dripping from the roof in such quantities as to saturate the workmen's clothing, the Company will provide oilskins. Employees are to be responsible for a full oilskins. Should they fail to return same on quitting, the price of oilskins will be deducted from their wages.

ALBERTA BLOCK COAL CO., LTD.,
ATLAS COAL CO., LTD., ELGIN COAL
CO., LTD., HY GRADE COAL CO., LTD.,
NEWCASTLE COAL CO., LTD., NEW
CASTLE JR. MINING CO. LTD., MID-
WEST COAL CO., LTD., PREMIER
COAL CO., LTD., SCRANTON COAL
CO., LTD., WESTERN GEM MINING
CO., LTD.

Stream No. 1

All coal produced to be on the basis of Two Thousand (2000) pounds to the ton, whether run-of-mine or screened.

The following prices of screened coal are based on screens one and one-quarter (1 $\frac{1}{4}$) inches wide.

Pick Mining

Rooms, screened coal, per ton \$1.57

Rooms, run-of-mine, per ton \$1.15.

Pillars and stamps, screened coal, per ton \$1.45.

1. The above is a summary of the results of the survey conducted in the year 1960.

2. The results of the survey are as follows: (a) The total number of respondents was 100.

(b) The average age of the respondents was 35 years.

(c) The majority of the respondents were male.

(d) The majority of the respondents were employed.

(e) The majority of the respondents were married.

(f) The majority of the respondents were of high school or college level.

(g) The majority of the respondents were of the white race.

(h) The majority of the respondents were of the Protestant faith.

(i) The majority of the respondents were of the middle class.

(j) The majority of the respondents were of the urban area.

(k) The majority of the respondents were of the North American continent.

(l) The majority of the respondents were of the English language.

(m) The majority of the respondents were of the Western Hemisphere.

(n) The majority of the respondents were of the North Atlantic Ocean.

(o) The majority of the respondents were of the North American continent.

(p) The majority of the respondents were of the North Atlantic Ocean.

(q) The majority of the respondents were of the North American continent.

Company is paid in a 1 parked cage. If done by miner, to be paid \$1.00 per day, if rate of \$1.00 was paid previously \$2.17 will now be paid

Blacksmithing to be 50 cents per month

In every instance where higher rates than those provided in the wage scale are at present paid or negotiated same shall continue in full force and effect during the life of this Agreement and the term of the present employment

In cases where because of peculiar conditions or mutual agreement between the management of any mine and the men employed thereon a higher rate than is provided in the day wage scale has been agreed upon and paid to two thirds of the men were working within any particular mine at the said higher rate who in effect were after 31 1919 and paid as stated above more than one payday the said rate shall be held to be the basic rate in the particular mine or mines having such agreements and shall be used in computing the pay of the same class of employees in the same mine or mines only during the life of the Agreement

Dockage: Present dockage system to go into effect

Wash House: In every instance where the wash house contains lockers or lock chains that can be unlocked and are heated so that men's clothes can be dried properly over night, and sprays for washing and keeping in a clean and sanitary condition the men will pay \$1.00

per month for use but before this price is paid the Union Committee shall pass on the same as satisfactory.

House coal shall be supplied to employees at the rate of the price of \$1.50 per ton for screened steam coal is made at each mine, and for house coal \$1.00 less per ton than the wholesale price.

Where a car does not go through pit to a house but ends at a shaft or regarded as a car out and a ton for a less weight shall be paid for a car per ton. If driven at room weight and track is and as a car then room rates plus weight the difference be between room and on men shall be paid and in room's having entire mileage no haul charge shall be paid.

The rate for use of cars shall be 30 cents.

The Company is requested to mark all shifts on all pay statements.

Tools to be supplied to employees and fire and other equipment shall be accepted by Company at 75% of actual cost of original cost. All tools not broken or damaged to be paid for by miners.

MACHINE MINING ELECTRICAL & PUNCHING MACHINES

Loaders to be run 90 cents per ton

Loaders in series \$1.14 per ton

TIMEWORK When replaced after machine to be paid for at the rate of six cents per foot or be done by Company men.

MACHINE DIRT

In entries where it is necessary to remove machine dirt by loading behind the machine the men shall be paid at the rate of 42 cents per car.

In rooms the machine men shall throw machine dirt into the gob.

Bottom coal will be removed by Company men.

Breaking bottoms in main entries when required to feet in height above the top \$2.00 per linear yard 6 feet wide in. Doing a shoving in a stable way. In areas where the sled from breaking has to be loaded and taken to other parts of the mine and it used as one shall be done by Company men.

Top breaking men men 6 feet wide 15 cents per inch per linear yard. Under to be paid by proportion. If material cannot be drilled with anything less than hammer and steel mauler shall be classed as a rock mauler and be paid "rock mauler's wages."

If the men goes under forty eight (48) inches in thickness 2 1/2 cents per ton shall be paid for each inch under forty eight inches down to limit of forty two inches under forty two inches to be paid this Wage. This does not apply in entries where breaking is done.

All points breaking under the limit for shovelling coal shall be 2 feet from the rail then track shall be and 10 no track is laid 22 cents per linear yard to be paid for men shovelling up to 21 feet which shall be the limit.

Timbers round sets per set 22 cents.

1. The first step is to identify the problem or question that needs to be answered. This involves understanding the context and the specific requirements of the task.

2. The second step is to gather relevant information and data. This can involve research, consultation with experts, or collecting data from various sources.

3. The third step is to analyze the information and data collected. This involves identifying patterns, trends, and relationships that can help in understanding the problem.

4. The fourth step is to develop a solution or answer. This involves applying the knowledge and skills gained from the previous steps to create a plan or strategy that addresses the problem.

5. The fifth step is to implement the solution and evaluate the results. This involves putting the plan into action and monitoring the progress to ensure that the problem is effectively solved.

1. *Journal of the American Medical Association*, 1997; 277: 1039-1043.

the man.

[illegible]

agreement

at entry price

for paid.

MIDLAND COLLIERIES, LIMITED

No. 3 Seam

All coal paid for, one ton to be considered 2,000 pounds, over screen one and one-half inches.

PICK MINING

Rooms, screened coal, per ton \$1.33.

Rooms, run-of-mine coal, per ton \$1.15.

Yardage, per yard \$2.18.

Pillars and stamps, screened coal per ton \$1.33.

Pillars and stamps, run-of-mine, per ton \$1.15.

Narrow work, entries and cross-cuts 10 feet wide, screened coal \$1.33.

Narrow work, entries and cross-cuts, 10 feet wide run of mine \$1.15.

Yardage, \$2.50.

When miner has been ordered to take stop off side of pillar same to be paid at room rates. When rooms are paid yardage, half yardage shall be paid.

TIMBERS

Sets notched and lagged in entries, per set \$1.45.

Round timbers lagged in entries, per set \$1.09.

Rooms notched and lagged, per set \$1.45.

Rooms, round timbers, per set \$1.09.

Bridge sticks, not notched, per set \$2.18.

In all places overlooking areas the level of shipping was high for the first time in years. The level of shipping was high for the first time in years. The level of shipping was high for the first time in years.

The following table shows the level of shipping in the first quarter of 1964. The level of shipping was high for the first time in years. The level of shipping was high for the first time in years. The level of shipping was high for the first time in years.

The following table shows the level of shipping in the first quarter of 1964. The level of shipping was high for the first time in years. The level of shipping was high for the first time in years. The level of shipping was high for the first time in years.

The following table shows the level of shipping in the first quarter of 1964. The level of shipping was high for the first time in years. The level of shipping was high for the first time in years. The level of shipping was high for the first time in years.

The following table shows the level of shipping in the first quarter of 1964. The level of shipping was high for the first time in years. The level of shipping was high for the first time in years. The level of shipping was high for the first time in years.

and sanitary conditions, the men will pay \$1.00 per month for same. Before this price is paid the Union Committee shall pass on the same as satisfactory.

House coal shall be supplied all employees at the rate at the mine of \$2.54 per ton for screened stove coal as made at each mine, and for lump \$1.00 less per ton than the whole sale price.

Where miner is ordered to cut across pillar with one fast end ten feet wide for drawing pillar entry tonnage price shall prevail and in mines having entry yardage, half entry yardage shall be paid. When miner drives through pillar with two fast ends, same shall be regarded as a cross cut.

Bone 14 1/2 cents per inch per lineal yard in all narrow places up to 10 feet wide.

Rooms 14 1/2 cents per inch per lineal yard for 16 feet wide, wider than 16 feet to be paid in proportion.

Lifting of clay and laying of track in entries and rooms, if done by the miner to be paid 36 cents per lineal yard.

Midland Mine accepts the foregoing rates over an inch and one half screen. If men request inch and quarter screen the Company reserves the right to have a reconsideration of rates.

Other supplies shall be furnished at old rates.

The Company is requested to mark all shifts on all Pay Statements.

Tools to be sold to miners by Company, and if returned to Company same shall be ac-

cepted by Company at 10% reduction off original cost. All tools lost broken or damaged to be paid for by miners.

No. 3 Seam

All coal paid for on the basis of two thousand (2,000) pounds to the ton, over screen one and one-half (1 1/2) inches wide.

Machine Mining

ROOMS

Loader, 9 1/2 cents.

Machine Miner, 18 cents

Machine Scraper, 15 1/2 cents

ENTRIES

Loader, \$1.17

Machine Miner, 22 cents

Machine Scraper, 16 cents

Show the parting at a point about 18 inches above the foot of the sea. disappear or double shooting not be required, the rate for loading in rooms shall be 89 cents, and the rate for loading in entries shall be \$1.12

TIMBERS When replaced after machine to be paid 6 cents per foot or to be done by Company men.

MACHINE DIRT

In entries where it is necessary to remove machine dirt behind the machine, the men shall be paid at the rate of 42 cents per car.

In rooms the machine men shall throw machine dirt into the gob.

When men have been ordered to take skip off side of pillar same to be paid at room rates. When rooms are paid yardage, half yardage shall be paid.

TIMBERS

Sets notched and lagged in entries, per set \$1.45

Round timbers lagged in entries, per set \$1.09

Rooms, notched and lagged, per set \$1.45

Rooms, round timbers, per set \$1.09

Bridge sticks, not notched, per set \$2.18

In all places breaking away the limit of shovelling coal shall be 12 feet from the rail, when track shall be laid or no track is laid. 72 cents per linear yard to be paid for over shovelling up to 21 feet which shall be the limit.

In every instance where higher rates than those provided in the wage scale are at present paid to individuals, same shall continue in full force and effect during the life of this Agreement and the term of the present employment.

In cases where, because of peculiar conditions or mutual agreement between the management of any mine and the men employed therein a higher rate than is provided in the day wage scale has been agreed upon and paid to two-thirds of the employees coming within any particular class, if the said higher rate was in effect on October 31, 1919 and paid as aforesaid for more than one payday, the said rate shall be deemed to be the basic rate in the particular mine or mines having

such agreements and shall be used in computing the pay for the same class of employees as the same men or women only during the life of the agreement.

When a runner entered from across paths with one leg on one path and made a third swing path, entry wage price shall given and the runner a big entry wage but entry wage shall be paid. When runner does though path with one last ride can't shall be regarded as a runner.

Block 14, composed of 6 per block hard on
all major roads, plus 10 feet wide

Remove 14¢ rate per cu. yd. per linear yard for 14 ft. or more under than 14 ft. to be paid in proportion.

Building domain and laying all tracks in on trials and errors. I don't know the number to be paid. It only can be paid said.

Microsoft also accepts the 100,000,000 option given an early exit or that a room of some or quarter each and quarter screen, the Company reserves the right to have a reconsideration of value.

THE DRUMHELLER LAND CO. LTD

1000

All retail paid for one ton to be considered 2,000 pounds over screen not and one quarter (1/4) inches.

PIKE WINING

[illegible]

Rooms, run-of-mine, per ton \$1 15.

Pillars and stamps, screened coal, per ton \$1 34.

Pillars and stamps, run-of-mine, per ton \$. 06.

Entries, screened coal, per ton \$1 45.

Entries, run-of-mine, per ton \$1 15.

Narrow work, entries 10 feet wide, per yard \$2 18.

Room necks, per yard \$2 18.

Cross-cuts, per yard \$2 18.

BRUSHING

Entries and room necks, 10 feet wide, 14½ cents per inch in thickness per lineal yard.

Rooms, 7 cents per inch in thickness per lineal yard, width of track, including laying of track.

TIMBERS

Entry timbers, notched and lagged, per set \$1 45.

Sets in entries, notched and lagged, to be paid for as three (3) entry timbers, each \$1 45.

Room necks, round timbers, each \$1 09.

Rooms, round timbers, each 58 cents.

BONE Entries and rooms over 4 inches, per lineal yard 63 cents.

TRACKAGE

Entries, per lineal yard 22 cents.

In all places breaking away the limit of shoring shall be 12 feet from rail, then

There is also a long record of non-English speakers, "foreigners," and immigrants per se, and a more subtle suffering, especially for those who are not "American."

It is important to note that the results of this study are based on a cross-sectional design. Therefore, the causal relationships between the variables cannot be definitively established. Future research should employ longitudinal designs to explore the temporal dynamics of these relationships.

Blackburn, 1998; Jones et al., 1998; Jones and

• **Supply:** the supply from various sources and rates.

employment

the agreement.

My first experience with a computer was in 1964, when I was 12 years old. I was in the 7th grade and my father had just bought a computer for his business. I was fascinated by the machine and I spent a lot of time looking at it. I was especially interested in the keyboard and the screen. I would sit at the computer and watch the screen as the computer processed data. I would also try to type on the keyboard, but I was not very good at it. I was very proud of my first computer and I was very happy to have it.

through pillar with two tail ends same shall be regarded as a cross-cut

Tools to be sold to miners by Company, and if returned to Company same shall be accepted by Company at 10% reduction off original cost. All tools lost, broken or damaged to be paid for by miners.

Household coal shall be supplied to all employees at the rate of \$2.54 per ton for stove coal, and lump coal at \$1.00 less than sold at wholesale prices at the mine

Wash House In every instance where wash house contains lockers that can be locked securely and heated so that wet clothes can be dried properly over night and sprays for washing and keeping in a clean and sanitary condition, the mine will be charged \$1.00 per month, but before this price is paid the Union Committee shall pass on same as satisfactory.

ROSEDALE COAL MINING CO., LTD.

All coal produced to be weighed over seven-eighths (7/8) screen. One ton to be 2,000 lbs.

PICK MINING \$1.24 per ton.

YARDAGE Entries and room necks, \$2.94 per lineal yard. Cross cuts, entry and room, \$1.80 per lineal yard

TIMBERING

Entry square sets, notched and lagged, \$1.45 per set.

Bridge sticks, \$2.40 per set

Rooms, 2-piece set, needed in one set 24 cents per set.

TRACKLAYING 72 cents for 20 feet lengths.

BONDING IN STEAM To be paid for at the rate of 40 cents per inch per linear yard.

OVERSEAS VENTILATION (IN ROOMS) (T.S.)

Unless an air car is provided to over 12 feet yardage at a rate of 72 cents per linear yard to be paid up to 20 feet, if over 20 feet to be done by company work or by contract.

All cars to be delivered at the working face.

The above prices are based upon the existing conditions of work.

Local Conditions

BLACKSMITHING 40 cents per month

Other supplies at present rates

TOOLS Tools to be provided by Company and if required by the company same will be accepted by the company at 75% reduction off original cost. All tools lost, broken or damaged to be paid for by miners.

WASHING 10 cents \$1.00 per month

House rent and water light etc to be mutually arranged.

TRACKING ALL SET Miners shall load all coal as it comes up and on. The wage for properties or in loose slack coal to be 25 cents for first 100 tons and 10 cents thereafter. After 1000 tons the miner shall be liable to dismissal.

**THE ROSE DEER COAL MINING CO.,
LTD., and THE
WESTERN COMMERCIAL CO., LTD.**

Seam No. 3

All coal produced to be paid for on the basis of two thousand (2,000) pounds to the ton.

Coal in machine mined places, narrow work, \$1.05 per ton mine run and \$1.45 per lineal yard. Machine coal in rooms, 98 cents per ton mine run.

Machine runners, \$1.10 per lineal yard 10 feet wide.

Machine helpers, 95 cents per lineal yard 10 feet wide.

Places wider than 10 feet to be paid in proportion.

Pick mined coal in rooms and pillars, \$1.21 per long mine run.

When necessary to remove large sigger-heads, miners to be paid Company work for same.

Pick mined coal in cross-cuts, \$.21 per ton and \$1.45 per lineal yard.

Track to be laid by the Company to within 8 ft. of the face in all cross-cuts, rooms and entries. Timbers to be paid for at 73c per set.

Delivery of timber and other supplies necessary for the miner to be in accordance with the Coal Mines Regulation Act of Alberta. The Company will at all times deliver an adequate supply of suitable timber, etc., to or at

the working face, whether rooms, entries or cross-cuts.

Miners when given a place shall retain same until the place is finished and shall have first claim to the drawing of the place.

The Company shall supply each miner with an equal ton of coal to be delivered at the working face.

Per wages shall be as follows:

Machine men, Company work	\$7.32 per day
Drivers Company work	\$6.35 " "
Tracklayers Helpers, Company work	\$6.35 " "
Timberers Helpers, Company work	\$6.35 " "
All other inside labor	\$6.35 " "

Abnormal places, where a miner through conditions or abnormality in faults, thickness of coal, bigger heads, rolls, or any condition that prevents him earning the amount of \$6.35 per day, the Company shall make up to \$6.35 averaged not longer than one week during abnormal conditions.

TIMBER. All timbers to be sold to the miners by the Company and allowed for when returned in usable condition less a reduction of 10%.

House coal to be sold to employees as follows:

Stove coal at \$2.54 per ton, other screened coal at \$1.00 less than carload rates, at the mine.

OUTSIDE LABOR Rope Rider \$6.35

DOCKAGE. Miners shall load all coal as clean as possible. Dockage for impurities or

excessive slack coal to be 2½ cents for first offence, after third offence within two weeks the miner shall be liable to dismissal.

WASHING In every instance where the wash house contains rollers or lock chains that can be locked securely and heated so that wet clothes can be dried properly over night and sprays for washing and keeping in a clean and sanitary condition, the men will pay \$1.00 per month for same, but before this price is paid the Union Committee shall pass on the same as satisfactory.

Where miner is ordered to cut across pillar with one last end, ten feet wide for drawing pillar entry tonnage price shall prevail, and in mines having entry yardage, half entry yardage shall be paid. When miner delivers through pillar with two last ends, same shall be regarded as a cross cut.

Other supplies shall be furnished at old rates.

The Company is requested to mark all shifts on all Pay Statements.

BONE Where the bone is in excess of four inches in thickness the same shall be paid for in entries and rooms at the rate of 14½ cents per inch per lineal yard.

JEWEL COLLIERIES, LTD.

All coal produced to be paid for on the basis of two thousand (2,000) pounds to the ton, run of mine.

Pick Mining Rates

Main and Corner Entries 9 feet and under, \$1.25 per ton.

Yardage \$1.90 per lin. yd.

Entry Cross-cuts, Room Necks and Room Cross-cuts \$1.21 per ton.

Yardage \$1.45 per lin. yd.

Rooms and Pillars \$1.21 per ton.

BONE

To be paid for on the basis as now being paid at the mines of the Western Commercial Co., Ltd.

Provided however that the conditions regarding impurities which existed in the Hamilton Mine at the time the contract for yardage of \$1.45 was made shall apply in Main and Crown Pillars in the lower Mine that is to say that the total the losses of the impurities which were then in existence shall be deducted from any allowance made for bone.

When necessary to remove large sagger heads, miners to be paid Company weight for same.

Track to be laid by Company to within 8 feet of the face in all cross-cuts, rooms and entries. Timbers to be paid for at 22 cents per set.

Miners when given a place shall retain same until the place is finished and shall have first claim to the drawing of the pillars.

TOOLS. All tools to be sold to the miners by the Company and allowed for when returned in usable condition, less a reduction of 10%.

House coal to be sold to employees as follows:

Stone coal at \$2.50 per ton, other screened coal at \$1.00 less than carload rates at the mine.

DITCHING

Miners shall load all coal as clean as possible. Dockage for 100 tons or excessive slack coal to be deducted from the first of each month for the month within two weeks the coal is available for use.

WASH HOUSE

In every mine where wash house contains 100 tons of coal there shall be hooked up with a 100-ton capacity at least one can be hooked up with a 100-ton capacity for washing coal. The company shall pay \$1.00 per month for the use of the wash house and the company shall pass on the same as satisfaction.

When the company shall have a 100-ton capacity with 100-ton capacity in the last 100-ton capacity shall be paid for the use of the wash house and the company shall be regarded as a 100-ton capacity.

Other supplies shall be furnished as old rules.

The company is requested to work all shifts on all pay state rules.

Coal shall be a hard mined place, narrow with \$1.00 per ton, and \$1.40 per ton. Maximum coal in room is 90 cents per ton, 100-ton rule.

Machine runners, \$1.00 per lineal yard, 10 ft. wide

Machine helpers, 95 cents per lineal yard 10 ft. wide.

Places wider than 10 ft. to be paid in proportion

Pick mined coal in rooms and pillars, \$1.21 per ton, mine run

EXCELSIOR COLLIERIES, LTD.

All coal produced to be paid for on the basis of two thousand (2,000) pounds to the ton run-of-mine

Pick Mining Rates

Main and Counter Entries, 9 feet and under, \$1.21 per ton.

Yardage, \$3.90 per lin. yard.

Entry Cross-cuts and Room Necks, \$1.21 per ton

Yardage, \$3.90 per lin. yard

Room Cross-cuts \$1.21 per ton

Yardage, \$1.45 per lin. yard.

Rooms and Pillars, \$1.21 per ton

When necessary to remove large sagger heads, miners to be paid Company work for same.

Delivery of timber and other supplies necessary for the mine to be in accordance with the Coal Mines Regulation Act of Alberta. The Company will at all times deliver an adequate supply of suitable timber, etc., to or at the working face, whether room entries or cross-cuts.

Miners, when given a place, shall retain same until the place is finished, and shall have first claim to the drawing of the pillars.

The Company shall supply each miner with an equal turn of cars, to be delivered at the working face.

Abnormal places, where a miner through conditions of abnormality, i.e., faults, thinness of coal, rigger-heads, rolls, or any conditions that prevent him earning the amount of \$6.35 per day the Company shall make up to \$6.35, averaged not longer than one week during abnormal conditions.

TOOLS All tools to be sold to the miners by the Company and allowed for when returned in usable condition, less a reduction of 10%.

Timber to be paid for at 73c. per set

BONE

Where the bone is in excess of 4 inches in thickness, that the same shall be paid for in entries and rooms at the rate of 14½c per inch per lineal yard.

Loading rock in cars as per present practice, 36c. per car

Loading water in cars as per present practice, 36c. per car

House coal to be sold to employees as follows: Stove coal at \$2.34 per ton, other screened coal at \$1.60 less than carload rates at the mine.

DOCKAGES

Miners shall load all coal as clean as possible. Dockages for impurities or excessive

stock coal to be 2^d cents for first offence after third offence within two weeks the miner shall be liable to dismissal.

WASH HOUSE

In every instance where the wash house contains lockers or lock chains that can be locked securely and heated so that wet clothes can be dried properly over night and sprays for washing and keeping in a sanitary condition, the men will pay \$1.00 per month for same but for use this price is paid the Union Committee shall pass on the same as satisfactory.

Where miner is ordered to cut across pillar with one fast end ten feet wide for drawing pillar, entry tonnage price shall prevail, and in cases having entry, yardage, half entry yardage shall be paid. When miner drives through pillar with two fast ends, same shall be regarded as a cross cut.

Other supplies shall be furnished at old rates.

The Company is requested to mark all shifts on all pay statements.

HAMILTON COAL CO., LTD.

All coal produced to be paid for on the basis of two thousand (2,000) pounds to the ton, run of-mine.

Pick Mining Rates

Main and Counter Entries, 9 feet and under,
\$1.21 per ton,

Yardage, \$3.90 per lin. yard.

Entry Cross-cuts and Room Necks, \$1.21 per ton.

Yardage, \$1.90 per lin. yard.

Room Cross-cuts, \$1.21 per ton.

Yardage, \$1.45 per lin. yard.

Rooms and Pillars \$1.21 per ton.

Timber to be paid for at 73 cents per set

BONE

When the bone is in excess of four inches in thickness, that the same shall be paid for in entries and rooms at the rate of 14½c. per inch per lineal yard.

CADOMIN COAL CO., LTD.

Cadomin—Old Mine.

Contract Prices based on present conditions.

MAIN ENTRY

To be driven same length collar as at present.

To be 8 ft. between notches.

3 piece sets.

11 ft. spread in the clear between legs

7 ft. clear from top of rail to collar

Sets 4 ft. centre, lagged top and sides.

Loading refuse separate from coal.

Laying permanent track.

Timber twenty inches in diameter at butt, over that size 18 cents extra per inch for each inch in diameter

All inclusive at \$24.64 per lineal yard.

CRIBBED RAISES

To be driven 7 ft. by 9 ft., including all timbering, lagging and loading coal \$11.43 per lineal yard.

COUNTER

To be driven 7 ft. between notches

6 ft. clear from top of rail to collar

9 ft. spread, outside measurements, 4 ft. centre lagged including all timbering, tracklaying brattice loading and dumping coal at \$12.02 per lineal yard.

Timbering in excess of nine inches to be paid for in proportion.

ANGLES 4 feet by 4 feet

To be driven 4 feet by 4 feet at \$3.10 per lineal yard.

Timber where needed, 3 piece set, lagged, \$1.45 per set 2 piece set, lagged, \$1.09 per set.

Brattice to be erected in an efficient manner and kept in repair for 25 cents per lineal yard, not to exceed 6 ft. in height.

Timber to be same size as used at present, from 5 inches to 10 inches diameter at butt.

ANGLES 7 feet by 9 feet.

To be driven for \$10.16 per lineal yard, including all timbering at 4 ft. centre, 3 piece set lagged and erecting brattice.

A leeway of 6 inches to be allowed either below or above the stated size which shall be paid for or deducted as the case may be in proportion.

Timber to be 5 inches to 10 inches, if other size asked for, to be considered "New Work."

PILLARS

70 cents per gross ton of 2,240 lbs., including all timbering and looking after bulkhead.

The words "including all timbering" shall be eliminated.

CORNERS

If not sufficient lagging done, work to be done by Company, if done by the miner, \$2.50.

Lagging. In excess of three pieces be paid for according to rate.

CUBIC MEASUREMENT

27 cubic feet to be taken as equal to one gross ton.

All other conditions to remain as at present.

House coal to be advanced 27% over and above that charged October 31, 1919.

THE MOUNTAIN PARK COAL CO., LTD.

Contract Rates.

All coal produced to be paid for on the basis of 2,240 pounds to the ton.

No. 3 Seam

Tonnage, 85c per gross ton.

Removing pillars, 77c per gross ton.

YARDAGE

Main entry, \$2.13 per lineal yard.

Counter entries, \$2.18 per lineal yard.

Raises 10 ft. x 7 ft., \$1.45 per lineal yard.

Room X cuts, 6 feet by 8 feet, \$1.45 per lineal yard up to 25 feet.

Over that distance, 73c extra per lineal yard.

TIMBERING

Main entry, \$2.90 per set, with lagging.

Counter entries, \$1.45 per set, with lagging.

All other timbering, \$1.45 per set, with lagging.

All props other than chute props, \$1.45 for three props.

Main entry timbers not to be less than ten inches in diameter at the butt end.

Bridge sticks paid for by Company work.

Brattices up to ten feet wide, \$4.36 each.

No. 1 Seam

TONNAGE, \$1.00 per gross ton.

Removing pillars, 92c per gross ton.

YARDAGE

Room X-cuts, \$1.45 per lineal yard up to 25 ft.

Over that distance, 73c extra per lineal yard.

TIMBERING

Set of three pieces, \$1.45 per set.

ENTRY

By Special Contract as heretofore.

CHUTES

Chute building to be paid at the rate of 44 cents per lineal yard. Chute to be one foot deep by three feet wide, including two props every eight feet and sheet iron on the bottom.

DOCKAGE:

Twenty-eight pounds to be added to the tare of every car to offset refuse in the coal.

Any man loading fifty pounds of rock or bone in a car to lose one hundred pounds of coal; one hundred pounds of rock or bone to lose four hundred pounds of coal; one hundred and fifty pounds of rock or bone to lose the whole car.

The Mine Manager shall give warning of offences and cause a record of same to be kept.

House Rents, Etc.

House rent, light and water to be paid for as heretofore.

House coal to be advanced 27% over and above that charged October 31, 1919.

Pushing Cars by Miners

The cars to be pushed a distance of not exceeding 75 feet. If the distance of 75 feet is exceeded, the yardage price to be increased by 29 cents per yard for the exceeding distance.

Where General Clauses 6, 14 and 28 of the Agreement of The Mountain Park Coal Co., Ltd., of 1917-1919 differ from the General Clauses of this Agreement, they shall govern; all other clauses to remain as in this Agreement.

Where the day wage rates in the Agreement of The Mountain Park Coal Co., Ltd., of 1917-1919 differed from the day wage rates of the Tentative Agreement of 1917-1919, there shall be added to the rates of the Mountain Park Agreement 27% (including the 92c. H.C.L.).

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands at Calgary, Alberta, this twentieth day of July, A.D. 1920.

Signed on behalf of The Western Canada Coal Operators' Association:

O. E. S. WHITESIDE, President.

Vice-President.

W. F. McNEILL, Secretary.

LEWIS STOCKETT.

MONT B. MORROW.

BERNARD CAUFIELD.

GEORGE KELLOCK.

GEO. V. TUPPER.

FRANCIS ASPINALL.

JOHN MACK.

Scale Committee.

Witnesses as to all Signatures:

E. E. HARRISON.

E. T. FITZSIMMONS.

Signed on behalf of the United Mine Workers of America, District No. 18:

FRANK WHEATLEY, Chairman.

WILLIAM HUTCHINSON

R. BILLSBOROUGH

ROBT. PEACOCK

W. H. HOPKINS

RODY McLEOD, Secretary.

Scale Committee.

Signed on behalf of the United Mine Workers of America, International Organization:

International Board Member:

ROBERT LIVETT.



